



# Innovating for Sustainable Value

SUSTAINABILITY REPORT 2025

## → TABLE OF CONTENTS

|   |           |   |           |   |           |
|---|-----------|---|-----------|---|-----------|
| <b>About Us</b>   | <b>3</b>  | Our Commitment to Human Rights                        | 32        | Organizational Accountability                     | 53        |
| Message from our CEO                                    | 4         | Safety First: Protecting Our People                   | 34        | Risk Management & Business Continuity             | 54        |
| About Astrix  | 5         |   |           | Sustainability Reporting Evolution                | 55        |
| Business Overview and Strategic Evolution               | 9         | <b>Planet</b>   | <b>36</b> | Cybersecurity & Data Protection                   | 56        |
| 2025: A Year to Celebrate                               | 11        | 2025 Environmental Results                            | 37        | Government Relations & Policy Engagement          | 57        |
| Our Sustainability Approach:<br>From Strategy to Impact | 12        | Climate Action & Carbon Accountability                | 38        |   |           |
| Materiality Assessment:<br>Defining What Matters Most   | 16        | Supply Chain Decarbonization Goals                    | 41        | <b>Prosperity</b>                                 | <b>58</b> |
| Dialogue with our Stakeholders                          | 17        | Our Journey to Net-Zero by 2030                       | 42        | Economic Performance                              | 59        |
|   |           | Improving our Operational Efficiency                  | 43        | Sustainable Procurement & Supply Chain            | 60        |
|   |           | Accountable Environmental Reporting                   | 45        | Supplier Partnerships that Deliver Results        | 61        |
|   |           | Looking Forward: Our 2026<br>Environmental Priorities | 46        | Knowledge Sharing and Thought Leadership          | 62        |
| <b>People</b>   | <b>19</b> |   |           | Driving Meaningful Community Change               | 63        |
| Culture of Excellence: Putting People First             | 20        | <b>Principles Of Governance</b>                       | <b>49</b> | Economic Resilience & Long-Term<br>Value Creation | 64        |
| People Who Stay: Retention and<br>Workforce Stability   | 21        | Leadership, Oversight & Responsible<br>Innovation     | 50        |   |           |
| Developing Talent, Driving Performance                  | 23        | AI Committee:<br>Governing Emerging Technology        | 51        | <b>About this report</b>                          | <b>65</b> |
| Compensation, Equity & Mobility                         | 25        | Sustainability Governance Framework                   | 52        | Appendices  | 69        |
| Holistic Employee Well-Being                            | 27        |   |           |   |           |
| A Culture of Belonging                                  | 29        |   |           |   |           |

# ABOUT US

## → Chapter 1



[Message from our CEO](#)

[About Astrix](#)

[Business Overview and Strategic Evolution](#)

[2025: A Year to Celebrate](#)

[Our Sustainability Approach: From Strategy to Impact](#)

[Materiality Assessment: Defining What Matters Most](#)

[Dialogue with our Stakeholders](#)

At Astrix, our identity is built on three decades of scientific expertise and a commitment to delivering excellence with accountability across the life sciences. In 2025, a year of intentional transformation, we integrated Blue Ocean into our portfolio, appointed our first Chief Operating Officer, expanded our advisory services capabilities, and deepened our cross-functional structure – growing our global team to 889 people across six countries while strengthening our position as a strategic partner in life sciences digital transformation.

# MESSAGE → from our CEO



I'm proud to present Astrix's second annual Sustainability Report, which reflects how far we've come in turning sustainability from strategic intent into operational reality. In just two years, we have built a comprehensive framework that delivers measurable value across our global operations, strengthens our competitive position, and creates meaningful impact for our stakeholders.

We understand that sustainability and business success are closely connected. Our goal is to create shared value: for the talented professionals who drive our organization, for the clients we support in advancing life sciences innovation, for the communities where we operate, and for our shareholders through sustained, responsible growth.

Our sustainability strategy is guided by four interconnected principles: **People, Planet, Principles of Governance**, and **Prosperity**. These pillars shape our decisions and define our direction. In 2025, we continued integrating them into our daily operations, delivering results that reflect our commitment to sustainability across the life sciences sector.

**People:** Our workforce—90% of whom hold advanced degrees—is a key competitive advantage. This year, we continued closing the gender pay gap, strengthened our human rights approach, launched Community Connection Groups, and expanded talent development initiatives. This includes our Costa Rica program, which creates clear pathways from junior to senior expertise through immersive learning. We also reinforced our stance against discrimination, ensuring every individual is valued, respected, and empowered to contribute their talents and perspectives.

**Planet:** We validated our Science-Based Targets, reinforcing our commitment to climate action within the digital transformation of life sciences.

These are not aspirational goals - they are science-aligned targets that hold us to the same standards we help our clients meet. By improving our environmental performance, we also strengthen our ability to support clients in reaching their sustainability goals.

**Principles of Governance:** Strong governance underpins everything we do. In 2025, we standardized more than 30 policies globally, relaunched our Employee Handbook with integrated sustainability criteria, and established an AI Committee to guide responsible innovation. We also strengthened stakeholder engagement and transparency through external assessments, including EcoVadis, where we earned commitment recognition in our first year of evaluation. These efforts provide a strong foundation for long-term growth and trust.

**Prosperity:** Our sustainability strategy also drives business performance. It helps us do business with clients who seek partners aligned with their values, attract talented professionals looking for purpose-driven work, and demonstrate to investors that we actively manage risks and build resilience. Through sustainable procurement, community engagement, and operational excellence, we generate economic value while advancing social and environmental progress.

In a short time, we have made meaningful progress. We achieved this by focusing on what matters most, investing in the right systems, and learning quickly from each step. Rather than aiming for perfection from the start, we prioritized steady progress, using stakeholder feedback and assessment insights to guide continuous improvement.

Today, sustainability is no longer optional. Clients assess partners based on ESG performance.

Employees choose organizations that reflect their values. Investors evaluate how companies manage risks and opportunities. Communities expect responsible corporate behavior. We have responded by embedding sustainability into our strategy, operations, and culture, creating competitive advantage while contributing to a more sustainable future.

Looking ahead, we will continue working on our climate commitments, deepening stakeholder engagement, expanding our community impact, and finding new ways to integrate sustainability into our services. The foundations we have built allow us to accelerate progress across all four principles while staying focused on what matters most to our business and stakeholders.

This report reflects both our 2025 achievements and our commitment to transparency and accountability. It shows how we are building long-term value for all stakeholders and reinforces our belief that business success and positive impact are not just compatible, they are inseparable.

**To our employees, clients, investors, partners, and communities: thank you for being part of this journey. Your engagement, insights, and expectations push us to higher standards and greater impact. Together, we are building an organization that delivers excellence while contributing to a more sustainable, resilient, and inclusive world.**



**Dale Curtis**  
Chief Executive Officer  
Astrix Technologies Inc.



## ABOUT → Astrix

At Astrix, we are committed to delivering excellence with accountability. Through innovative thinking and practical solutions, we build trust and create value across the scientific community. We use advanced technologies to transform business processes and strengthen quality systems, guided by a spirit of collaboration and long-term partnerships. We see ourselves not simply as service providers, but as strategic partners helping drive digital transformation in the life sciences.

Our vision goes beyond completing projects. We aim to reshape how scientific organizations use technology, data, and expertise to accelerate breakthroughs that improve lives worldwide. By prioritizing

integrity, quality, and the courage to challenge the status quo, we create lasting value for our clients.

Since 1995, we have delivered innovative solutions through exceptional people, processes, and technology. This focus has made us a trusted advisor to more than 500 clients worldwide, helping them navigate the complexities of scientific innovation, regulatory requirements, and digital transformation.

Our combination of strategic and technical expertise, paired with a technology-neutral approach, allows us to meet clients wherever they are in their journey and guide them confidently toward their next goals.

# OUR VALUES → & Behaviors

Our culture is built on four Core Values that shape not only what we do, but how we do it every day.



## BE CLIENT First

We put client outcomes at the center of every decision. Our solutions, actions, and interactions are guided by a strong commitment to keeping our promises and building lasting trust.

Being client-first means going beyond responding to needs—we anticipate them, bring forward new ideas, and act as true partners in our clients' success.

## BE Collaborative

The best solutions emerge when different perspectives come together. We break down silos, encourage every voice, and work across teams, geographies, and disciplines to achieve results that are greater than what any group could accomplish alone.

Collaboration extends beyond our organization to our clients, where we build integrated partnerships that drive shared success.



## BE Accountable

We take ownership of our commitments and deliver with quality and pride. Accountability means standing behind both our successes and our challenges, maintaining high standards, and addressing issues with transparency and integrity.

Through disciplined execution and a focus on results, we create value for our clients and our organization.



## BE Innovative

We embrace new ideas and challenge boundaries to solve problems and stay ahead. Innovation is part of who we are—from quickly delivering creative client solutions to developing new service offerings that position us earlier in the project lifecycle.

We question traditional approaches, propose bold ideas, and continuously evolve to meet the changing needs of the life sciences industry.



# GLOBAL OPERATIONS







## → Global Outreach



Astrix's global operations offer life sciences expertise and digital transformation services to clients worldwide.

**TOTAL**  
889 Employees



### EMPLOYEES ON RECORD (EOR) 1 employee per country

- |   |   |
|---|---|
|  POLAND  |  FRANCE    |
|  ITALY   |  ARGENTINA |
|  INDIA   |  BELGIUM   |
|  GERMANY |  MEXICO    |





### **UNITED STATES**

Our largest operational presence with 675 team members spread across multiple locations, serving as the foundation for our North American operations. The US market has the highest concentration of strategic consulting, digital services, and advisory capabilities.



### **CANADA**

6 team members support our Canadian market presence by offering critical client service capabilities and strategic partnership opportunities in this important North American market.





### **COSTA RICA**

With 114 team members, Costa Rica has emerged as a hub for scientific staffing, technical services and innovation for talent development. Our pioneering 4-month immersive training program transforms junior professionals into senior contributors through hands-on experience and ongoing skill development—a model that we are now expanding to other regions.



### **UNITED KINGDOM**

7 team members represent our growing European footprint, and we intend to significantly expand operations as we replicate successful talent development models from Costa Rica. The UK serves as a strategic gateway to European life science markets.



### **IRELAND**

Is our newest operational presence with 12 team members and represents strategic expansion into Europe's biopharma hub. Ireland, like the United Kingdom, will benefit from scaled talent development programs beginning in 2026, paving the way for accelerated regional growth.

Our global talent acquisition strategy makes use of flexible employment models such as contractors and Employer of Record (EOR) arrangements, allowing us to quickly access top-tier talent around the world to meet client demands.

When our workforce reaches a critical mass in a region, we establish local entities to improve client proximity and operational visibility. This strategy has fueled our European expansion with strategic hires in France, Italy, Germany, Poland and Belgium, while also expanding our reach to emerging markets such as India, Argentina and Mexico.

Brazil, for example, supports global operations and markets with 65 contractors who are steadily growing, strengthening our presence in Latin America and allowing us to serve clients with regional expertise and global standards.

# BUSINESS OVERVIEW

## → and Strategic Evolution

**Astrix delivers comprehensive, end-to-end services across the life sciences value chain, from strategic planning and digital transformation to technology implementation and specialized scientific staffing.**

In 2025, we strengthened our market position to capture higher-value strategic consulting opportunities across our Digital and Advisory Services. This shift expands our capabilities beyond implementation, positioning Astrix as a strategic partner for life sciences organizations navigating complex regulations, digital transformation, and evolving industry demands. Our portfolio includes:



### **Strategic Consulting & Advisory Services:**

In 2025, we expanded our advisory offerings to address complex, high-value challenges where solutions are not always clear. This evolution makes us a trusted partner involved from the earliest stages of client strategy. Our advisory practice now includes program management, change management, and strategic planning, fully integrated with our digital transformation and implementation services.



### **Digital Transformation & Laboratory Informatics:**

A core strength of Astrix is helping science-based organizations use technology more effectively. From laboratory information management

systems (LIMS) and electronic lab notebooks (ELN) to data analytics, AI/ML solutions, and integrated digital ecosystems, we turn data into actionable, predictive insights. Many client engagements begin with a specific technical need and grow into broader digital workflow transformations that support long-term competitive advantage.



### **Regulatory & Compliance Services:**

Our deep understanding of the regulatory environment enables us to guide clients through clinical trial processes, pharmacovigilance, quality management systems, and global compliance requirements. Our Clinical & Regulatory Services segment remains a key growth area, reflecting strong market demand for expertise in this critical domain.



### **Scientific & Technical Staffing:**

Our staffing division connects clients with specialized talent in laboratory operations, clinical research, regulatory affairs, quality assurance, and technical roles. By placing professionals in a wide range of scientific environments, we provide flexible workforce solutions that help clients scale operations and access expertise when needed. After overcoming earlier challenges, our staffing business returned to positive revenue trends, demonstrating resilience and adaptability.



### **Vendor-Neutral Implementation:**

Because we are not tied to any specific platform, we can recommend and implement solutions based solely on each client's needs. This independence, combined with deep domain expertise, positions us as trusted advisors focused on client outcomes rather than product sales.

Our business model brings together consulting and staffing to create synergies that benefit our clients. We provide strategic guidance, implement solutions, and ensure access to the specialized talent required for success—delivering a true end-to-end partnership rather than isolated point solutions.



## → Mergers & Acquisitions: Partnership-Driven Growth

Our M&A strategy is selective and deliberate. We pursue partnerships that create real synergies, strengthen our capabilities in high-growth areas, and allow us to deliver greater value to clients while opening new opportunities for our people. Every acquisition is evaluated not only on financial performance, but also on cultural alignment, shared values, and its strategic contribution to our vision of leadership in the life sciences sector. On August 19, 2025, we reached an important milestone in our growth journey with the acquisition of **Blue Ocean**. This was more than a transaction; it brought together two organizations with a shared entrepreneurial spirit, a practical problem-solving mindset, and a strong focus on delivering outstanding outcomes for clients.

The Blue Ocean integration reflects the essence of our M&A approach. We look for partners who share our values, complement our strengths, and are committed to advancing the life sciences industry. Blue Ocean's resourcefulness, innovation, and client-first culture made it a natural fit, closely aligned with Astrix's own roots and entrepreneurial foundation.

Through this integration, we have expanded our service capabilities, geographic reach, and talent base. At the same time, Blue Ocean team members now benefit from enhanced resources, professional development opportunities, and the support of a larger organization. This acquisition demonstrates our commitment to strategic, values-driven growth—strengthening our competitive position while enabling us to deliver more comprehensive solutions to our clients.

## → Redesigning for Scalable Growth

In 2025, our company undertook an intentional transformation: we reshaped our organization, refined our marketing strategy, and repositioned ourselves within a rapidly evolving industry. This evolution reflects our commitment to operational excellence and disciplined execution across consulting, advisory, digital, and staffing services. Our priority has been to strengthen our ability to deliver consistent, high-quality support worldwide, with a particular focus on expanding in Europe and enabling competitive pricing for clients across regions.

We have also shifted our positioning from an operational partner to a strategic value creator. That means engaging clients earlier in their journey, helping shape their strategies, and delivering solutions that address root causes rather than symptoms. Increasingly, our work is concentrated in high-value areas, including:

- **Digital Transformation Leadership:** Growing recognition for our ability to convert complex data into actionable insights through advanced analytics and AI/ML solutions.
- **Advisory & Strategic Planning:** Expanded capabilities that place us at the center of critical client decisions, where we can create the greatest impact.
- **CMC & Manufacturing Excellence:** Deepening expertise in Chemistry, Manufacturing, and Controls, a technically demanding and high-value field.
- **Data-Driven Service Delivery:** Combining domain expertise with a science-first approach to deliver predictive insights, not just descriptive reporting.

Together, these improvements represent a fundamental shift in how we create and deliver value. We are building the infrastructure, capabilities, and position needed to lead the life sciences digital transformation market.

## → Cross-Functional Transformation

This initiative is designed to organize the company so teams, countries, and service lines work together in a more integrated way. The goal is simple: combine expertise, encourage innovation, and create greater value for our clients.

In 2025, we are reinforcing our core values—client-first, collaboration, accountability, and innovation—while preserving the entrepreneurial culture that defines us. To support this direction, we have built integrated business units where professionals from different specialties come together to address client challenges from a holistic perspective.

Through this structure, clients can access advisory services, implementation support, and specialized staffing through a single, coordinated approach. This includes identifying collaboration opportunities between ACS and STS, forming multi-country project teams across our six-country footprint, and creating knowledge-sharing spaces that strengthen both strategic insight and execution.

This model fuels innovation and makes us more competitive: when experts from different disciplines collaborate and insights move across geographies, stronger and more effective solutions emerge. In this way, we continue to scale our ability to deliver exceptional value while supporting the growth of both our business and our people.

# 2025: A Year to Celebrate

Was a transformative year that solidified our position as a leader in life sciences digital transformation, while advancing our sustainability maturity and operational capabilities.

## BLUE OCEAN ACQUISITION



Integrated Blue Ocean (August 2025), expanding service capabilities, talent base, and market reach.



## LEADERSHIP STRENGTHENING

Appointed Steve Duryee as Chief Operating Officer (September 2025).



## SUSTAINABILITY LEADERSHIP

- › Achieved Science-Based Targets validation from SBTi.
- › Published inaugural sustainability report.
- › Completed human rights assessments across six operational countries.



## ADVISORY SERVICES EXPANSION

Enhanced strategic consulting capabilities to address complex client challenges.



## PEOPLE & CULTURE

- › Expanded Costa Rica's 4-month talent development program, with Kosovo rollout planned for 2026.
- › Maintained 85%+ retention rates. operational countries.



## MARKET RECOGNITION

Increased brand visibility in Digital Transformation, AI/ML Solutions, and CMC excellence.



## OPERATIONAL EXCELLENCE

- › Implemented cross-functional collaboration frameworks.
- › Launched Client Heat Mapping, Client Footprint analysis, and Master Engagement structure. operational countries.

# OUR SUSTAINABILITY APPROACH

## → From Strategy to Impact

At Astrix, sustainability is a source of competitive advantage, growth, and long-term resilience. Our experience shows that when you put people first, protect the environment, govern with integrity, and promote shared prosperity, profitability is strengthened. We have moved ESG beyond a reporting exercise and embedded it as a strategic driver of business success.

### → The 4 Principles Framework

Our sustainability strategy is built on four interconnected principles: **People, Planet, Principles of Governance,** and **Prosperity.**

These are not isolated pillars; they operate as a single, integrated system. Progress in one area reinforces the others, creating a virtuous cycle that improves business performance while generating positive impact.

## 01

### PEOPLE

Culture of excellence driving innovation, retention, and operational performance

#### 2025 Highlights:

- Human rights assessments (6 countries, 50+ interviews)
- Community Connections Groups launch
- Health & Safety framework (100% compliance ready)

## 02

### PLANET

Climate leadership reducing risk and opening sustainability-focused markets

#### 2025 Highlights:

- SBTi validation for Near-Term achieved
- Comprehensive GHG inventory (Scope 1, 2, 3)
- Sustainable procurement framework implemented

## 03

### PRINCIPLES OF GOVERNANCE

Trust foundation enabling long-term stakeholder relationships and premium positioning

#### 2025 Highlights:

- 30+ policies reviewed and updated
- AI Committee established
- Employee Handbook relaunch with mandatory training

## 04

### PROSPERITY

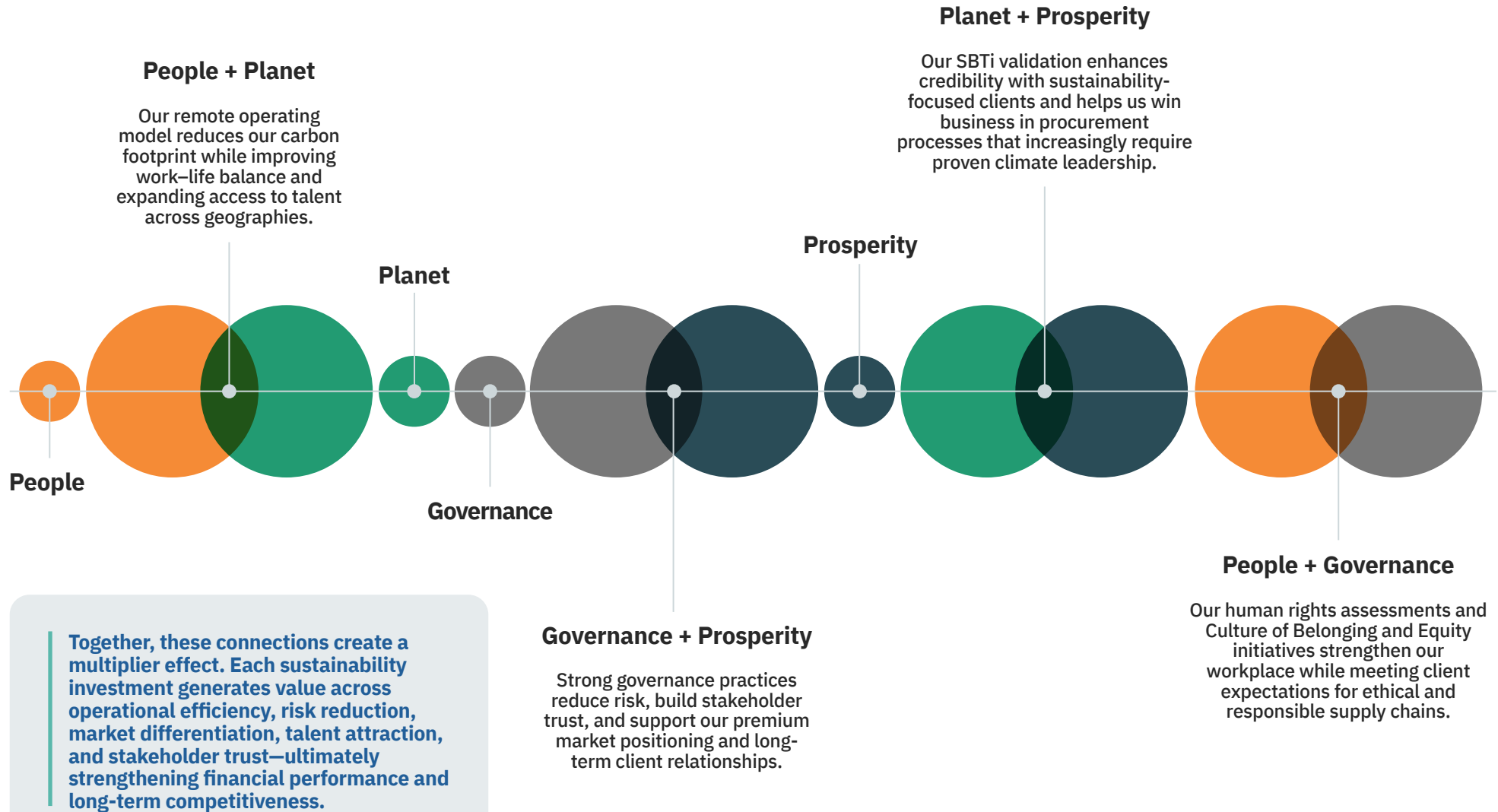
Sustainable growth creating shared value across stakeholder ecosystem

#### 2025 Highlights:

- Blue Ocean acquisition (August)
- Supplier Code of Conduct
- 100% customer assessments completed

→ **The Integration Effect:  
How Our Principles Multiply Value**

The strength of our framework lies in how these principles connect and reinforce one another:





→ **From Compliance to Competitive Advantage**

**Sustainability creates real value only when it becomes part of everyday operations. At Astrix, we have moved beyond compliance-driven practices and toward full strategic integration—embedding ESG into our decisions, our operations, and our culture.**



**PHASE 1**

**Foundation (2024-2025) Building Essential Infrastructure**

- Baseline carbon footprint measurement
- Policy standardization across operations
- Materiality assessment completion
- Governance structure establishment
- Compliance systems for investor, customer, and regulatory requirements



**PHASE 2**

**Strategic Integration (2025) Embedding Sustainability into Business Value Decision-Making Integration**

- AI Committee governance with sustainability criteria
- Client engagement compliance framework
- Sustainable procurement in supplier management
- ESG-linked talent strategy in HR

**Accountability Structure**

- Board oversight → Sustainability Committee → Executive leadership → Business units → Individual employees

**Performance Tracking**

- Quarterly Sustainability Committee reviews
- Annual reporting and Risk Management Scorecard
- External assessments (EcoVadis, Novata, CDP)

**Culture Building**

- Policy acknowledgment requirements
- Community Connections Groups
- Costa Rica volunteering pilot

**Business impact outcomes**

- Market Differentiation: SBTi validation wins competitive procurements; 30+ customer assessments completed
- Talent Advantage: Purpose-driven professionals choose Astrix for authentic ESG commitment
- Portfolio Value: Enhanced exit valuation potential through ESG leadership
- Operational Excellence: Remote model drives cost savings and environmental benefits
- Stakeholder Trust: Transparent reporting builds credibility across all stakeholder groups

## → Sustainability Embedded Into Strategy

**Sustainability creates real business value when it is embedded in how a company operates. At Astrix, responsible practices are not separate from our strategy—they are part of how we grow, compete, and create long-term value.**

**How Sustainability Drives Business Growth:** Our sustainability commitments are grounded in a simple belief: business should create positive impact for our people, our planet, and the communities where we operate. The performance benefits we see are not the reason we do this work—they are the natural outcome of operating with responsibility and purpose.

**Aligned Values Create Opportunities:** When sustainability truly matters to us, we attract clients who share those priorities. Our Science Based Targets initiative (SBTi) validation and comprehensive sustainability reporting reflect genuine commitments and resonate with like-minded partners. In 2025, we completed more than 30 client sustainability assessments, and each conversation confirmed that our priorities align with the direction of the industry.

**Responsible Practices Make Good Business Sense:** Our remote operating model shows how environmental responsibility can also improve efficiency. By reducing travel and office dependence, we have lowered our carbon footprint while creating a more flexible and effective business model. At the same time, smarter procurement practices strengthen supply chain resilience. When sustainability guides decisions, we often discover better ways of working.

**Strong Governance Protects What Matters:** We maintain strong governance and proactive risk management because it is the right way to operate. These practices protect our people, our reputation, and our relationships. Human rights assessments in our operations reinforce our commitment to ethical operations, while our Risk Management Scorecard provides the visibility needed to maintain consistent standards. Together, these efforts naturally reduce business risk.

**Purpose Attracts Purpose-Driven People:** We have built a culture centered on meaningful work and authentic values. This culture attracts professionals who want their careers to have impact. Our sustainability commitments help make Astrix a place where people can grow, contribute, and bring their best. The talent advantages we see come from authenticity, not positioning.

**Trust Follows Integrity:** When we act with integrity and transparency, trust develops naturally. Clients deepen relationships because they understand what we stand for. Employees contribute more because they believe in our mission. Investors support our growth because they trust how we operate. Communities welcome us because we act as true partners. These relationships endure because they are built on substance, not strategy.

**Preparing Responsibly for the Future:** We are building strong ESG infrastructure because it is the right thing to do—not only because regulations are evolving. As requirements expand through frameworks like CSRD and new disclosure standards, we will be ready because we have approached sustainability with discipline and purpose from the start.

**The Result of Doing What's Right:** A strong culture, ethical operations, environmental stewardship, and authentic relationships work together to create sustainable growth and shared value. That is the foundation of our strategy and what defines us as a company.



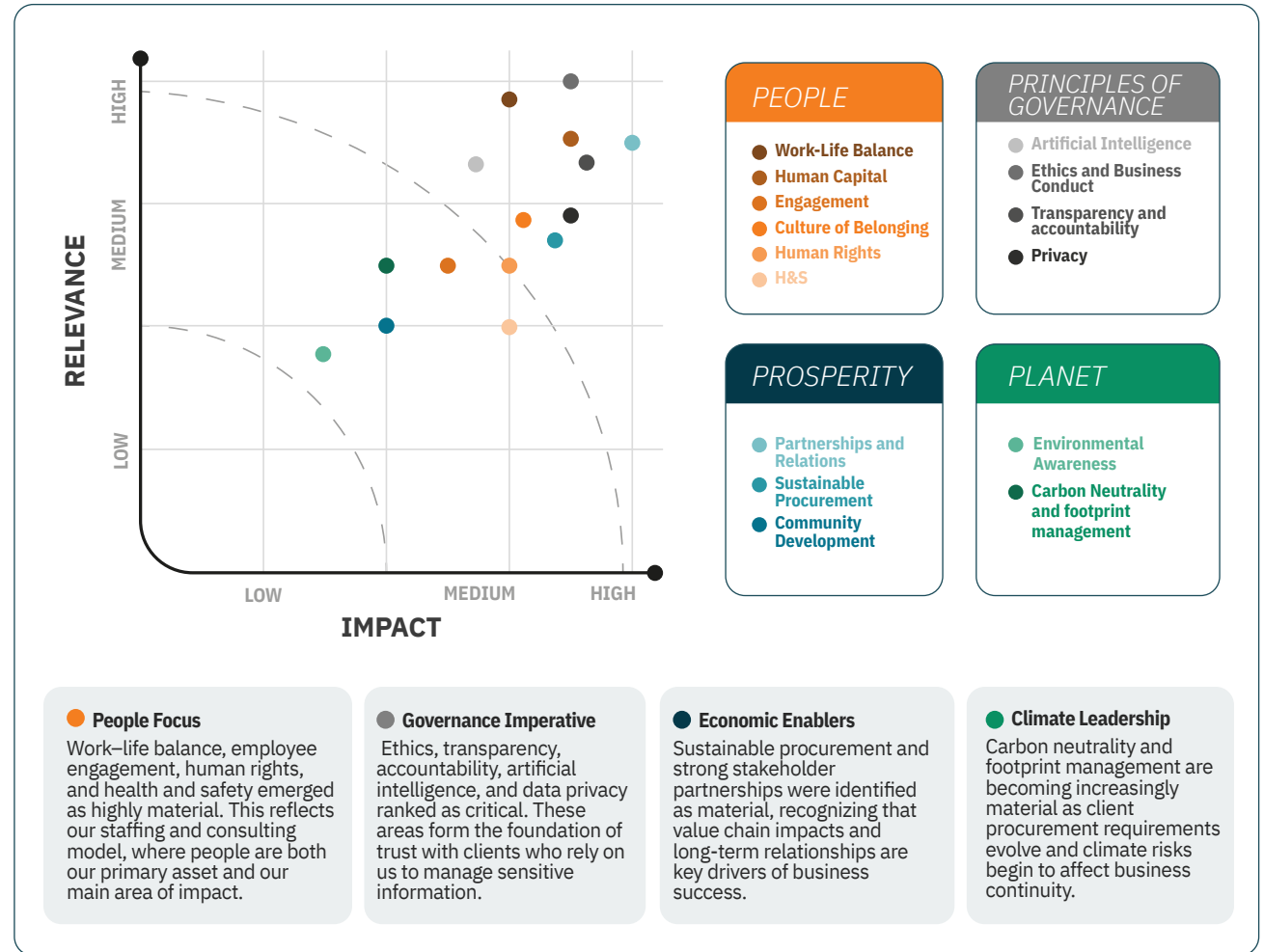
# MATERIALITY ASSESSMENT

## → Defining What Matters Most

Not all ESG topics carry the same weight for our business and stakeholders. Our double materiality assessment helps us identify where to concentrate resources to generate the greatest impact—both on society and on our long-term business performance.

- **Impact Materiality:** Evaluates how our activities affect people, the environment, and society across our value chain, considering both positive and negative effects.
- **Financial Materiality:** Assesses how sustainability factors influence financial performance, enterprise value, and business success, including risks, opportunities, and dependencies.

A topic is considered material if it meets the significance threshold on either dimension. This dual perspective ensures we address both our impact on the world and the world's impact on our business.



## → What Rose to the Top: Our High-Priority Material Topics

**Our 2025 assessment showed a strong alignment between stakeholder expectations and our business priorities:**

This framework ensures our strategy focuses on real impacts, manages material risks, and captures key opportunities—balancing responsibility with strategic advantage. Our Risk Management Scorecard integrates these findings, providing enterprise-wide visibility into sustainability-related risks and how we address them.

We review our materiality assessment periodically as our business context evolves, stakeholder expectations change, and our sustainability maturity grows, ensuring our strategy remains relevant and responsive.

# DIALOGUE WITH → our Stakeholders



**A sustainability strategy disconnected from stakeholder needs becomes a irrelevant exercise. That is why we have intentionally increased the frequency, depth, and inclusivity of our engagement, transforming stakeholder relationships into strategic partnerships.**

Our stakeholder mapping across the six countries where we operate helps us identify the groups most critical to our business. We prioritize them based on their level of influence, their interest in our activities, and the degree of interdependency we share. Our stakeholders are:

- **Internal:** include employees, part-time staff, contract workers, and internal consultants. Their day-to-day experiences reflect our culture and values, and their perspectives provide essential insights that help shape our strategy and priorities.

- **External:** include clients, investors, regulators, suppliers, communities, assessment organizations, and industry peers. Clients define procurement expectations that influence our sustainability performance. Investors provide capital and oversight that support long-term growth. Regulatory authorities establish the compliance frameworks we operate within. Suppliers shape the impacts of our value chain, while communities are directly affected by our presence and operations. Assessment organizations help benchmark our progress, and industry peers contribute to the evolution of best practices.

By understanding the expectations and perspectives of these groups, we ensure our strategy remains grounded in real needs, focused on shared value, and built on long-term relationships.

## → Closing the Loop: Feedback Integration

Engagement creates value only when feedback leads to action. That is why we have established clear processes to capture stakeholder input, analyze trends, integrate insights into our strategy, and communicate how that input shapes decisions. Our grievance mechanisms provide confidential channels for raising concerns, while transparent reporting keeps stakeholders informed about both progress and challenges.

This structured approach ensures our sustainability strategy stays grounded in real needs, adapts to evolving expectations, and continues to create shared value across all our relationships.

## → Building Stronger Stakeholder Connections

In 2025, we significantly increased the intensity, depth, and structure of our stakeholder engagement. Instead of relying on occasional touchpoints, we focused on building consistent, meaningful dialogue with the groups that influence—and are influenced by—our operations. This more intentional approach helps us understand local realities, align on shared priorities, and build long-term partnerships that strengthen both our impact and our business performance.

Key initiatives included:

### LAUNCH

of Community Connections Groups, creating structured channels for employees to share experiences and influence decisions.

### COSTA RICA



volunteering pilot, designed to build ongoing community relationships rather than one-time contributions.



## 30+

customer sustainability assessments, opening dialogue around shared ESG priorities and future partnership opportunities.



## 50+

Human rights assessment interviews across six countries, providing insight into local contexts and informing an enhanced DEI strategy.

### SUSTAINABLE



procurement framework, establishing regular communication with suppliers and supporting their capacity building.

# PEOPLE

## → Chapter 2

At Astrix, people are our greatest asset and key to growth. In 2025, we made deliberate choices to reshape our culture: through the Grow, Perform, Succeed (GPS) performance program, Community Connection Groups, and scaling our Costa Rica talent model globally in 2026. Results include an 82% retention rate, less than 1% regrettable turnover, 70 internal promotions among 889 employees—90% with advanced degrees. HR drives strategic initiatives across six countries, including human rights, Health & Safety, pay equity toward a 2030 goal, and a Culture of Belonging that enables everyone to perform their best.



[Culture of Excellence: Putting People First](#)

[People Who Stay: Retention and Workforce Stability](#)

[Developing Talent, Driving Performance](#)

[Compensation, Equity & Mobility](#)

[Holistic Employee Well-Being](#)

[A Culture of Belonging](#)

[Our Commitment to Human Rights](#)

[Safety First: Protecting Our People](#)

# CULTURE OF EXCELLENCE

## → Putting People First

A culture of excellence means creating an environment where every team member can perform at their highest potential, contribute their unique strengths, and grow professionally while feeling valued and supported. This culture is the foundation of operational excellence, client satisfaction, and innovation—and it starts with putting people first in every decision.

At Astrix, our 889 team members worldwide are our greatest competitive advantage. With 90% holding advanced degrees, our workforce combines strong technical expertise with deep industry knowledge. But technical excellence alone does not define us. It is the culture we have built that turns capability into meaningful impact.

### Multi-Channel Engagement Approach

Different stakeholders require different ways of engaging. We use surveys to gather broad, quantitative feedback, focus groups to explore specific topics in greater depth, and one-on-one conversations to capture more nuanced perspectives. We also build community partnerships to maintain ongoing relationships, collaborate with clients to create shared value, and communicate regularly with investors to ensure transparency around our performance.



### Values-Driven Culture

Our core values place employee well-being, development, and dignity at the center of how we operate. This focus creates consistency across our global organization, ensuring every team member experiences a supportive, growth-oriented culture, no matter where they are located.

### People-First Philosophy in Action

Our commitment goes beyond written policies. Programs like LifeConcierge support everyday life needs, while our predominantly remote work model provides flexibility and balance. We also invest in continuous learning, with employees completing an average of 20 hours of training each year.



### Empowerment Through Opportunity

Investing in people delivers real results. In 2025, we achieved an 82% retention rate and 70 internal promotions, demonstrating clear paths for advancement. Our Glassdoor rating of 3.4/5, with 64% of employees recommending Astrix and a strong 4.0 score for work-life balance, reflects the impact of this people-first approach.

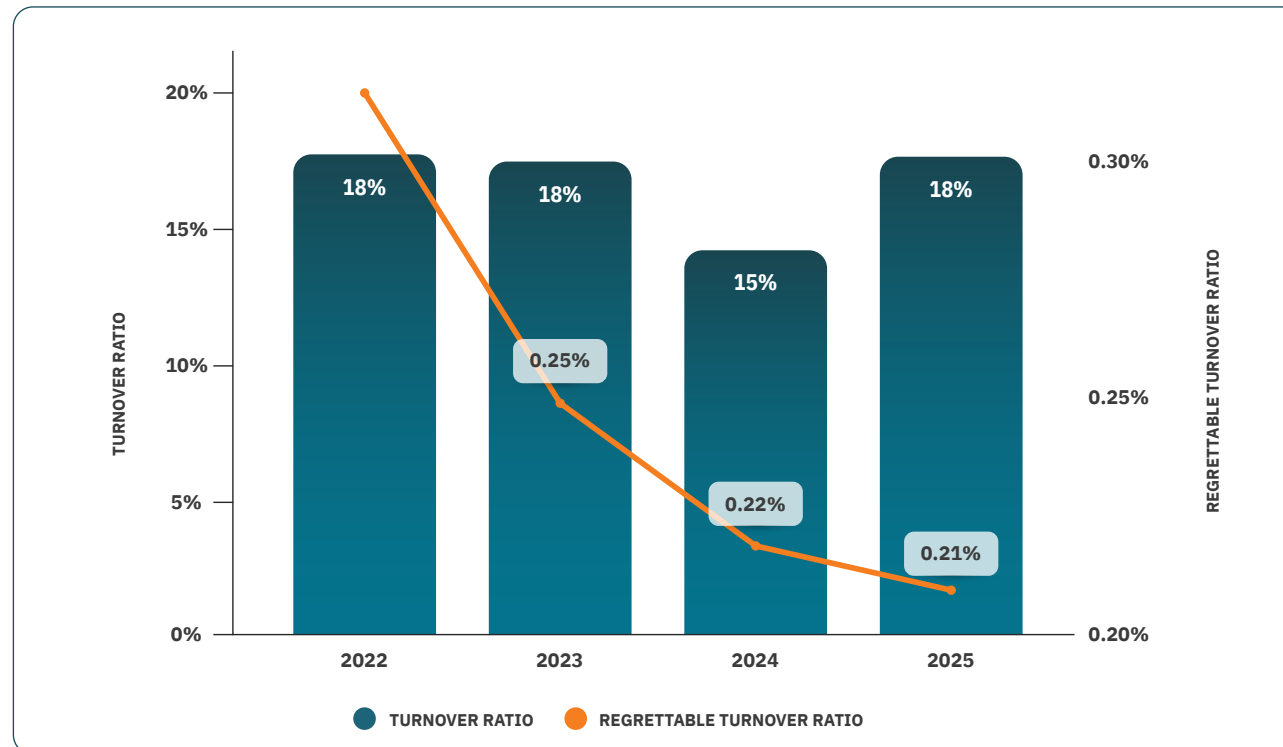


# PEOPLE WHO STAY

## → Retention and Workforce Stability

Although average tenure ranges from three to six years across regions—reflecting our rapid growth, with two-thirds of our workforce joining since 2020—our retention metrics tell the real story. People who come to Astrix tend to stay. In 2025, we achieved a retention rate of 82%, with regrettable turnover consistently below 0.5% (0.21% in 2025). This stability speaks to the strength of our culture, working conditions, and overall employee experience.

In consulting operations, retention is even stronger. Turnover fell to just 16% in 2025, improving from 18% in 2024. This level of stability ensures continuity in client relationships, preserves institutional knowledge, and reduces the costs associated with recruitment and onboarding. More importantly, it reflects genuine employee satisfaction and engagement with our mission.



### → Workforce Profile 2025

Astrix’s global team of 889 employees forms an international organization capable of supporting client operations across different time zones and regulatory environments. Our workforce composition reflects both our consulting expertise and our staffing solutions business:

- **Core Operations (474 employees):** Our consulting and permanent staff drive strategic initiatives, technical implementations, and long-term client partnerships
- **Client-Based Staffing (415 employees):** Technical professionals deployed at client sites, providing specialized expertise for specific project needs
- **Geographic Distribution:** United States (675 including staffing); Costa Rica (114) Brazil (68); Ireland (12); Canada (6); United Kingdom (7) France (1); Germany (1); Italy (1); Poland (1); Belgium (1); Argentina (1); India (1).

This geographic diversity allows us to support global clients while maintaining a strong local presence and regulatory expertise in each market.

[View Global Operations Map](#)

## → Diversity & Representation

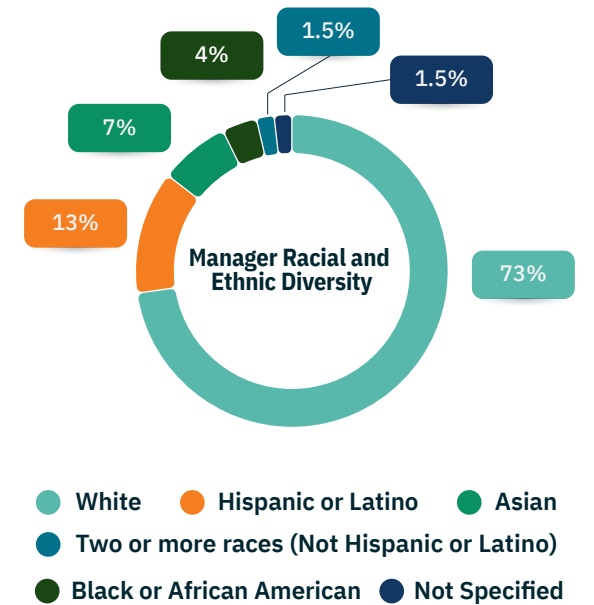
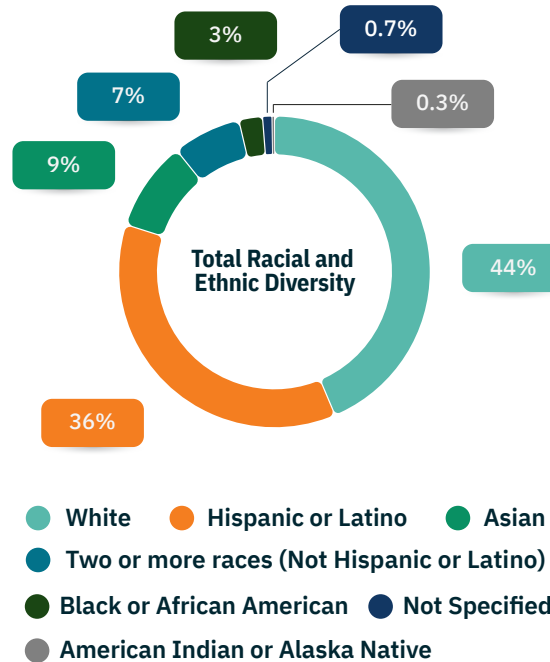
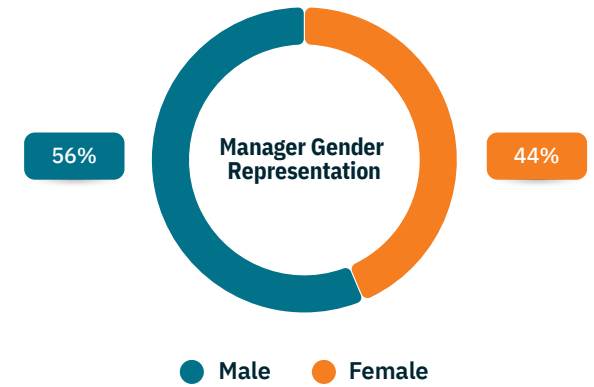
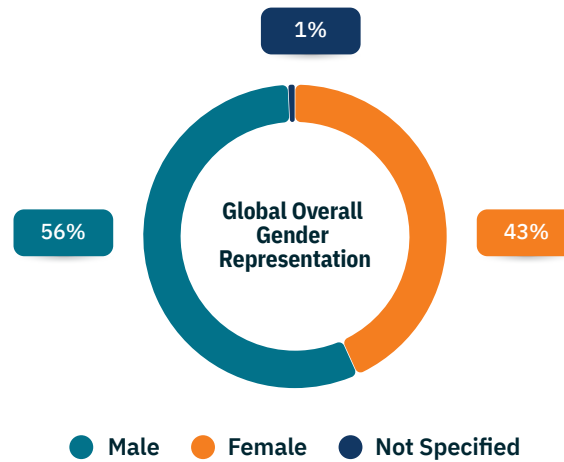
Diversity strengthens our ability to innovate by bringing together different perspectives that expand how we think, solve problems, and create impact in the scientific field. Our commitment to inclusion remains at the core of our people strategy, helping us better reflect—and better serve—the diverse communities we support.

- **Age Distribution:** Multi-generational workforce
- **Advanced Education:** 90% of our workforce holds advanced degrees

### Employee Value Proposition

What makes us an employer of choice in life sciences consulting is the opportunity our team members have to work on projects that advance human health. Every day, they tackle complex technical challenges for leading pharmaceutical and biotech companies, contributing to work that has real purpose and measurable impact.

We support that sense of purpose with clear career pathways, comprehensive development programs, and strong internal mobility, allowing our people to expand their expertise and grow professionally. Female representation in management grew from 33% in 2023 to 44% in 2025, an 11-percentage-point increase over two years that reflects our commitment to creating an environment where talented professionals can build meaningful, long-term careers.



# DEVELOPING TALENT

## → Driving Performance

### → Leadership Capability Building

At Astrix, managers work closely with their teams, helping to boost productivity while creating a positive and constructive work environment. We support our managers with training, practical tools, and peer learning programs tailored to different levels of experience. This approach creates a multiplier effect: when managers invest in their own development, their teams are twice as likely to engage in learning as well. The result is stronger participation, higher engagement, and improved talent retention across the organization.

### Succession and Continuity Planning

As part of our business continuity strategy, we carry out structured succession planning for Director-level roles and above. This process identifies potential successors across three levels of readiness, ensuring leadership continuity while highlighting development opportunities for future leaders.

- **Emergency Successors:** Individuals who can step into the role immediately if needed.
- **Ready Now Candidates:** Fully prepared internal or external candidates qualified to assume the position.

- **Future Potentials (1–3 years):** High-potential team members who, with targeted development, will be ready to take on the role within one to three years.

This structured approach ensures leadership continuity while identifying specific development needs for high-potential talent, helping us build a strong and sustainable pipeline of future leaders across the organization.

### → Strengthening Expertise & Performance

Team members average 20 hours of professional development each year between exposure, education and experience. Training participation varies across departments, regions, and demographics, reflecting our commitment to inclusive, tailored development. Employees in consulting services dedicate the most time to training, averaging 19 hours per year in 2025, while our Latin America teams lead regional participation with 40 hours annually. Our learning culture spans genders and ethnicities, ensuring equal access to growth opportunities.

To measure impact, we focus on training effectiveness—particularly speed to productivity—so

new skills translate into real results. We invest in learning platforms and business budgets that allow team members to pursue specialized training and certifications. Beyond formal programs, all employees participate in our annual performance development process, where they set goals, assess skills, and plan their professional growth. This ongoing commitment to learning fuels innovation, strengthens our workforce, and keeps Astrix a dynamic, forward-looking organization.

### Global Expansion of the Talent Development Model

Building on the success of our Costa Rica program, we are expanding this proven model to support operations in high-value, cost-effective locations aligned with European time zone requirements. This expansion will scale our approach to developing the next generation of leaders and technical experts across our global footprint, replicating the accelerated development pathways that have delivered strong results.

Our strategy focuses on identifying locations with deep technical talent pools, favorable economic conditions, and a strategic position to serve European clients. By establishing new development hubs, we are creating multiple centers of excellence that support global growth while offering meaningful career opportunities in diverse markets.



### → **Costa Rica Talent Development Initiative**

Our Costa Rica operation has evolved into a hub for talent development, anchored by an immersive four-month learning program that combines structured training with real project experience. This approach allows young professionals to build practical skills while contributing to client assignments, creating a clear pathway from junior to mid-level and senior roles.

The model blends formal instruction with hands-on application. Participants work on actual client projects under the guidance of senior consultants, applying theory to real challenges. This balance between learning and doing accelerates skill development while also delivering value to clients.

The program has shown strong results in both retention and advancement. Compared with traditional training paths, team members who go through this initiative progress more quickly into mid-level and senior positions. It has also strengthened the capabilities of our Costa Rica team, positioning the office as a strategic center of excellence for our Latin American operations.



### → **Grow, Perform, Succeed (GPS) Program Evolution**

In 2024, we enhanced our performance management approach with the Grow, Perform, Succeed (GPS) program—a streamlined, goal-oriented framework designed to drive continuous improvement and accountability. Further refined in 2025, GPS replaces traditional competency-based reviews with clear, measurable progress assessments, ensuring that career advancement is driven by performance and impact rather than rigid checklists.

GPS follows a three-phase cycle: Target (goal-setting), Perform (execution), and Review (evaluation). The program supports different work structures through two review cycles—annual reviews for shared services employees and anniversary-based reviews for Consulting and Staffing teams. In 2025, 67% of female employees and 63% of male employees completed performance reviews, reflecting our commitment to equitable talent evaluation.

Looking ahead to 2026, we will implement a unified annual review process to create greater consistency and market alignment across all employee groups. GPS is integrated with Career Progression Maps that outline advancement pathways across the organization. Beyond formal reviews, we encourage continuous dialogue between employees and managers, supported by our dedicated HR Career Concierge, who helps team members explore internal opportunities and plan intentional career growth.

Role-aligned leveling and market benchmarking guide equitable pay decisions across the organization. We recognize our highest contributors through market-based, financially sustainable, performance-driven compensation that includes base salary, variable bonuses, recognition programs, and flexible benefits. Our objective is to sustain, refresh, and energize a high-performing culture aligned with our business strategy.

# COMPENSATION,

## → Equity & Mobility

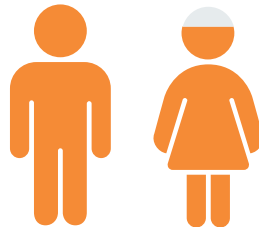
### → Pay Equity Commitment

Ensuring fair and equitable compensation is essential to attracting, retaining, and motivating a talented and diverse workforce. Astrix managers around the world follow clear guidelines based on measurable factors—such as skills, job level, performance, location, and experience—to support consistent and fair pay decisions. We also conduct an annual merit review and apply a pay-for-performance approach.

Our action plan focuses on leadership development, fair promotion practices, and regular compensation reviews to help close these gaps. We are committed to achieving full pay equity by 2030, supported by transparent reporting and continuous monitoring. This commitment is reinforced by our annual performance reviews, role-aligned leveling, and market benchmarking, which help ensure fair and consistent compensation decisions.

Our unified GPS performance review process creates greater consistency and alignment with the market, directly supporting our pay equity goals. By standardizing evaluation criteria and linking compensation to clear performance indicators, we ensure that advancement and rewards are based on merit and contribution, while market benchmarking keeps our compensation both competitive and equitable.

Overall Gender Pay Gap  
**Females make \$0.91 to every \$1 Males make**



Gender Pay Gap by Role

| Role              | Females make      |
|-------------------|-------------------|
| Leadership        | \$0.84 / \$1 male |
| Middle Management | \$0.85 / \$1 male |
| Base Workforce    | \$0.90 / \$1 male |

Progress toward eliminated Pay Gap by 2030



**11%**

growth in female management representation over the past two years

### Compensation Framework

Compensation decisions are guided by several factors working together to ensure fairness, competitiveness, and alignment with performance.

- **Performance:** Compensation is linked to both business and individual results, measured against qualitative and quantitative goals.
- **Values:** How work is done matters—we recognize and reward behaviors that reflect our core values.
- **Market Competitiveness:** Compensation is benchmarked regularly to remain competitive with the external labor market.
- **Internal Equity:** Compensation decisions consider experience, education, performance, and other relevant factors to ensure fairness.
- **Team Member Experience:** Recognition programs are designed to acknowledge contributions and strengthen engagement.

## → Career Mobility and Progression

Career mobility is a cornerstone of our talent development strategy. In 2025, we recorded 70 internal promotions, a clear sign that advancement opportunities exist across the organization. These promotions spanned multiple levels and regions, reflecting our commitment to developing talent wherever it is based.

Our Career Progression Capability Maps provide a transparent view of what it takes to move forward, outlining the skills, competencies, and experiences required at each stage. In parallel, our HR Career Concierge service offers hands-on support as employees explore internal opportunities, prepare for interviews, and navigate their career paths. This proactive approach helps our people build long-term careers at Astrix instead of looking elsewhere for growth.

Cross-functional mobility adds another layer of opportunity. Team members can move between consulting and staffing operations, transition across service lines, or even relocate to different regions. This flexibility creates more dynamic career paths while strengthening collaboration and knowledge across the organization. In the end, internal mobility supports individual development and builds a more resilient business, with leaders who understand Astrix from multiple perspectives.

## → Benefits That Support Our People

At Astrix, we provide a comprehensive benefits portfolio designed to support employee well-being, work-life balance, and professional responsibilities. Our total rewards philosophy recognizes that meaningful support extends beyond salary, addressing the full spectrum of employee needs.



**Health Coverage:** Our health insurance supports both affordability and compliance, offering Minimum Essential Coverage (MEC) and ACA-aligned plans with employer contributions, along with dental and vision options.



**Financial Security:** Life and disability insurance provide short- and long-term income protection, while our 401(k) plan with employer matching helps employees build long-term financial stability.



**Time Off:** We provide vacation and paid time off (PTO) for personal needs, bereavement leave with two paid days for immediate family members (extendable through PTO), and flexible accommodations for religious observances and medical situations.



**Location-Specific Benefits:** In offices with ten or more employees, we use broker competition to secure comprehensive, cost-effective plans. In smaller locations, we offer stipends so employees can choose the healthcare solutions that best fit their needs.

Our benefits approach reflects a simple belief: when we support the whole person, we enable sustainable performance, stronger engagement, and long-term organizational.



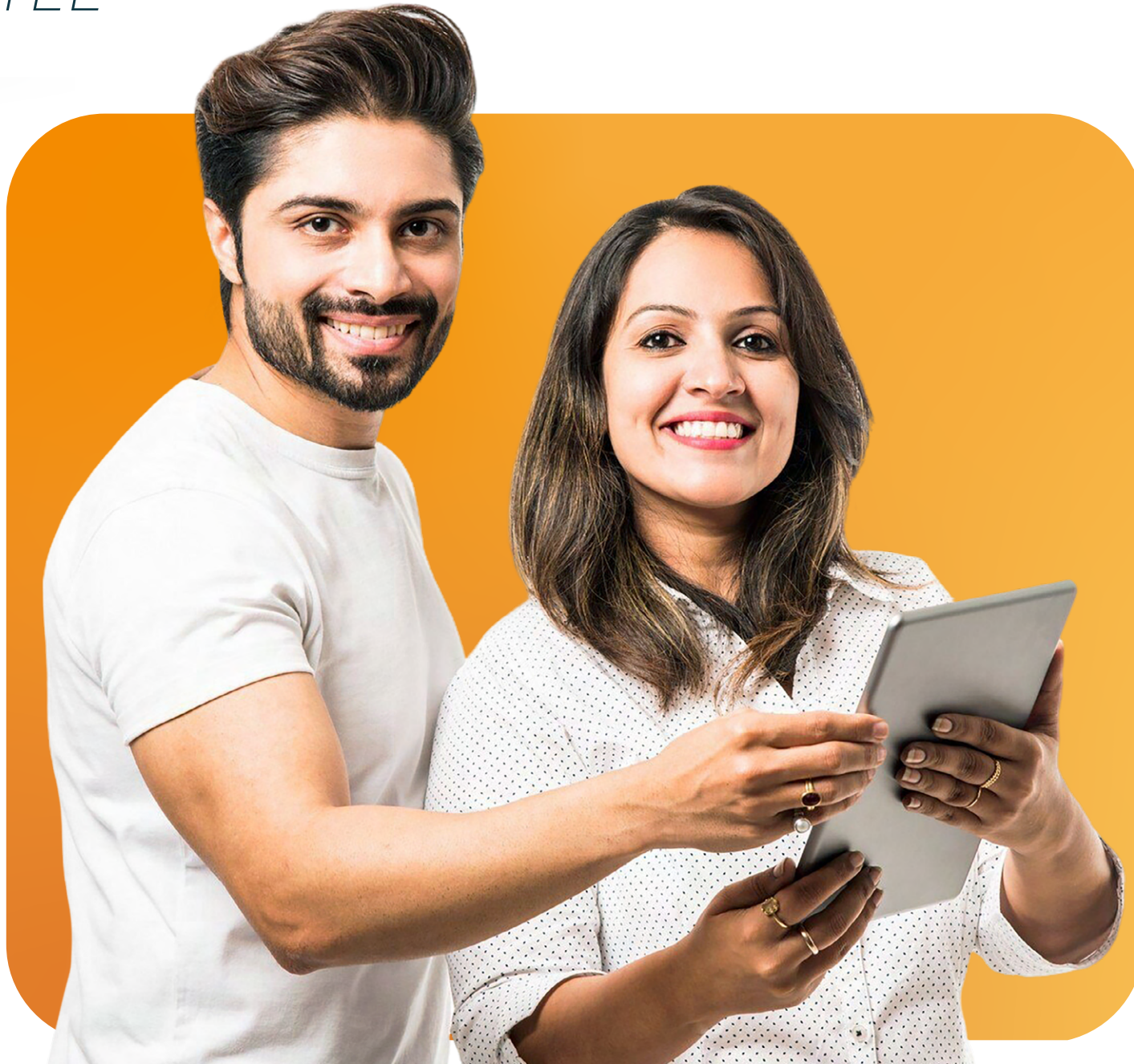
# HOLISTIC EMPLOYEE

## → Well-Being

We support our employees' overall well-being by looking at the full picture: mental, physical, financial, and social health. Our goal is simple—to give people the resources, stability, and confidence they need to take care of themselves in every aspect of their lives.

In 2024, we launched the Overalls LifeConcierge service, a practical support system designed to help employees manage everyday responsibilities. From scheduling appointments to coordinating personal tasks, the service takes pressure off daily logistics so people can focus on their work, their growth, and their lives beyond the office. It reflects our belief that true work-life balance is not just about flexible schedules, but about making day-to-day life more manageable.

That same year, we also formed a dedicated Wellness Committee to deepen our focus on employee well-being through targeted social engagement initiatives. In 2025, this effort evolved into a Community Connections Group, bringing together representatives from across departments to evaluate and vote on wellness proposals. This structure ensures that well-being initiatives are shaped by employee voices, strengthening connection, support, and a sense of shared ownership across the organization.



## → Integrated Wellness Programs

Throughout 2025, we delivered a series of practical, engaging wellness initiatives designed to support the overall well-being of our team. These programs focused on providing useful tools, expert guidance, and opportunities for connection, helping employees care for their health across all aspects of life.

During the year, we introduced several enhancements to increase participation and impact. Our Breakthrough program incorporated structured micro-breaks into the workday, encouraging employees to step away, recharge, and maintain healthy routines. We also launched a subscription-based system that automatically sends calendar invitations for wellness events, simplifying access and improving engagement. Many of our initiatives centered on stress reduction, offering mindfulness sessions, fitness challenges, and mental health resources in flexible formats that fit different schedules and work styles.

**Our commitment to employee well-being was recognized with the Cigna Healthy Workforce Designation at the Bronze level in 2024. This recognition is awarded to organizations that demonstrate strong performance across areas such as leadership support, workplace culture, policies, and employee engagement. It reflects our active leadership involvement in well-being initiatives, the availability of wellness resources, consistent communication about these programs, and policies that support a safe and healthy work environment.**

## → Work-Life Balance

Our predominantly remote work model reflects a long-term commitment to work-life balance, not just a short-term response to the pandemic. This flexibility gives employees the freedom to structure their days around personal responsibilities, avoid commuting stress, and create work environments that support their productivity. The impact is clear in our Glassdoor ratings, where we earned a strong 4 out of 5 for work-life balance.

Remote work, however, does not mean working in isolation. We have intentionally built spaces for connection through team events, year-end gatherings, client meetings that bring colleagues together across geographies, and community engagement initiatives. Our Experience Calendar curates activities aligned with our core values, offering regular opportunities to learn, grow, and connect with one another. This balance between flexibility and connection supports both individual well-being and collaborative success.

We have also enhanced our paid time off policies to further support work-life integration. We recognize that time away from work allows employees to rest, focus on personal priorities, and return with renewed energy—benefiting both the individual and the organization as a whole.



## → Listening & Recognizing Talent

We place a strong emphasis on community and teamwork, because we know our success ultimately depends on our people. Through multiple feedback channels, employees have real opportunities to be heard, shaping decisions and helping us improve continuously.

Our recognition programs celebrate contributions at every level of the organization. The Jim Cotter Award, honors colleagues who demonstrate emotional intelligence, optimism, dedication to our mission, professionalism in collaboration, and a truly client-focused mindset.

**In 2025, Jordan Hill received this recognition for his exceptional leadership consistently demonstrating professionalism, and a solution-oriented mindset, playing a critical role in securing and delivering key projects. His deep platform expertise, responsiveness to clients and teammates, and ability to architect delivery approaches that balance customer needs with operational excellence make him a foundational driver of the practice's success and growth.**



Our monthly employee newsletter, launched in 2022, helps keep teams connected across geographies. It shares updates, celebrates achievements, and reinforces our cultural values through open and inclusive communication, creating a space where every voice matters.

# A CULTURE → of Belonging

For our company, diversity, equity, and inclusion are essential to building a workplace where people can truly thrive and where innovation comes naturally. We are committed to creating an environment in which every individual feels valued, respected, and empowered to contribute to our shared success.

At Astrix, we view diversity as recognizing both our differences and what we have in common—across race, gender, age, ethnicity, sexual orientation, disability, religion, and ways of thinking. Equity means ensuring fair access to opportunities, resources, and advancement. Inclusion is about everyday behaviors: treating one another with respect, listening to different perspectives, and providing the support each person needs to succeed. We place strong emphasis on turning these principles into consistent practices across our organization.

Emphasis on belonging—fostering a culture where employees feel welcomed, accepted, and appreciated.

## Our approach is built around several key elements

- **Recruitment and Advancement:** We attract talent from diverse backgrounds and ensure hiring, promotions, and professional development are based on merit and alignment with our values.
- **Policy Review and Equity Assessment:** We regularly review and update our practices to maintain fairness and remove barriers to growth.
- **Open Communication Channels:** We listen actively to employee feedback through surveys, listening tours, and HR consultations, using these insights to strengthen our efforts.



Recent initiatives, informed by our human rights assessments and stakeholder input, are strengthening this approach even further. The comprehensive reviews completed in 2025 gave us practical, ground-level insights, which we are now integrating into an updated strategic framework. This evidence-based approach helps ensure our diversity and inclusion efforts respond to real needs and opportunities, not assumptions or trends.

In today's business environment, we continue to see innovation as the result of diverse perspectives working together. Science and technology move forward when different viewpoints, backgrounds, and approaches meet and challenge one another. By building an inclusive culture where those perspectives shape how we solve problems, we strengthen our solutions, create more value for clients, and position the company for long-term success. This goes beyond compliance. It is about gaining a competitive edge through the power of diverse thinking. Our clients face complex challenges, and the best answers come from teams that bring different experiences and ideas to the table.

## → **Belonging as a Strategic Advantage**

An inclusive culture produces tangible business results. When different perspectives come together, problem-solving becomes more creative and effective—especially when tackling the complex technical challenges our clients face. Teams that feel psychologically safe, where everyone can speak up without fear, consistently deliver stronger, more thoughtful solutions. Our retention numbers tell the same story: people choose to stay where they feel respected, heard, and valued.

In today's competitive market for specialized life sciences talent, this culture of inclusion truly sets us apart. Clients are also looking for partners whose teams reflect a broader range of perspectives, because they know diversity leads to better outcomes.

Belonging, then, is not just the right thing to do—it is a business imperative. By nurturing inclusion through meaningful connections and development opportunities, we build a sustainable competitive advantage while creating a workplace where everyone has the chance to thrive. Our commitment to belonging reflects both our values and our strategy, recognizing that diverse, inclusive teams drive innovation, strengthen resilience, and deliver better results for our clients.

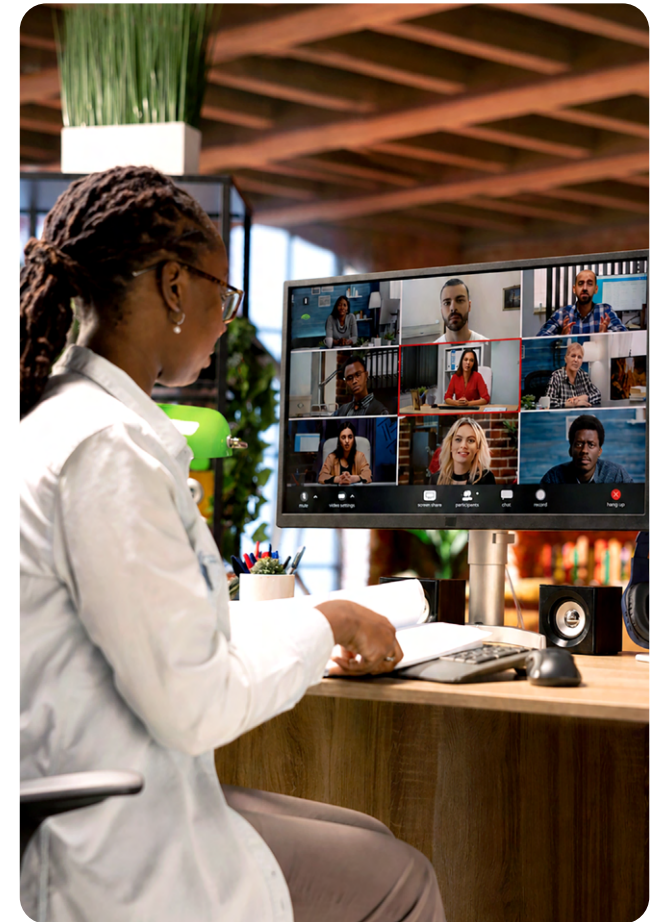
## → **Collaboration Without Frontiers**

Our 2025 structural transformation is bringing people closer together across business units, regions, and functions. The goal is simple: create a more connected organization where knowledge moves freely and expertise is shared, not siloed.

Cross-business collaboration plays a central role in this shift. Consultants gain perspective from the wide range of client environments experienced by staffing teams, while staffing professionals benefit from the strategic and technical depth of consulting. The result is a more versatile, better-informed workforce across the organization.

Multi-geographic project teams also help build a truly global mindset. Working across time zones and cultures strengthens adaptability, communication, and cultural awareness—capabilities that are essential in today's international business environment.

At the same time, cross-departmental initiatives and lateral career moves are opening new paths for growth. Our Career Concierge actively supports these transitions, helping employees explore different roles, expand their skill sets, and build stronger internal networks along the way.



## Community Connections Initiative

We are developing employee-led Community Connection Groups to strengthen inclusion, professional development, and leadership through shared identities, interests, and experiences. In 2025, our wellness committee evolved into a Community Connection Group, and the Women’s Initiative Network (WIN) was launched as our first group under this model.

These groups empower employees to identify connection needs and lead initiatives that address them—whether based on shared professional interests, cultural backgrounds, life experiences, or other affinities. The framework provides structure and organizational support while allowing communities to form organically. Leading these groups also creates meaningful leadership development opportunities, as coordinators build skills in program design, stakeholder engagement, event planning, and advocacy—capabilities that directly support their professional growth.

Community Connection Groups complement our formal diversity and inclusion programs by encouraging employee-driven community building. They create safe spaces where team members can bring their authentic selves to work, find support and connection, and help shape a culture where everyone belongs.



# OUR COMMITMENT

## → to Human Rights

**In 2024, we took an important step forward in our commitment to human rights with the launch of our Human Rights Directive. This framework helps us identify, prevent, mitigate, and monitor potential human rights risks across our global operations, while also ensuring that clear and effective grievance mechanisms are in place.**

The directive reflects our responsibility to respect and uphold human and labor rights, in line with international standards such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. While governments carry the primary duty to protect human rights, we recognize the role businesses must play in making sure their activities do no harm.

Engaging with stakeholders is central to this effort. We maintain open dialogue with communities, governments, and human rights organizations so concerns can be addressed early and solutions can be built together. The directive also places strong emphasis on training and awareness. Employees and key stakeholders receive practical guidance on human rights topics, supported by case studies that illustrate real-world risks and responses. These principles are fully embedded in our broader Code of Ethics and Business Conduct, ensuring they guide everyday decisions across the organization.

### → Country-Level Human Rights Assessments

In 2025, we completed comprehensive human rights assessments across the six countries where Astrix operates. This rigorous process included interviews with more than 50 internal stakeholders, giving us a clearer, more grounded understanding of how our operations work in practice and where potential risks could arise. Our research-based methodology considered industry-specific factors, country-level conditions, and the realities of our day-to-day activities.

Each assessment produced targeted mitigation strategies tailored to local challenges and opportunities. Overall, the results confirmed a low human rights risk profile across our operations and validated the strength of our existing compliance frameworks, while also highlighting country-specific considerations that deserve ongoing attention. Just as importantly, the process established monitoring protocols so human rights protection remains a continuous priority, not a one-time exercise. These findings also support our broader efforts to build a culture of belonging and innovation. The assessments generated practical, data-driven insights that inform our inclusion initiatives and help us design programs that reflect local contexts. By understanding the realities of each market, we can respond more thoughtfully and effectively. The process itself reinforced our commitment to transparency and accountability, creating meaningful dialogue across the organization around human rights.



## → Zero Tolerance for Discrimination

Astrix takes a clear, consistent stand against discrimination in all its forms. From the very beginning, we have worked to build a workplace where every employee feels respected, valued, and heard. This mindset is part of our culture. It shapes how we promote fairness, representation, and opportunity across the organization, day after day. To make sure concerns can be raised safely, we have established accessible reporting channels, including a monitored, confidential toll-free hotline. Every complaint is taken seriously and handled with discretion, and we maintain a strict zero-tolerance policy for retaliation. These safeguards give team members the confidence to speak up when something isn't right, helping us strengthen trust and accountability at every level.

Our commitment goes beyond written policies. We provide ongoing training on unconscious bias, inclusive leadership, and respectful workplace behavior. Managers receive practical guidance on how to build inclusive teams and address issues quickly and fairly. By combining clear standards, accessible reporting, continuous learning, and consistent follow-through, we work to create a workplace where discrimination simply has no place.

## We condemn and reject human slavery

At Astrix, we believe every individual deserves to be treated with dignity and respect. No matter where we operate, we hold ourselves to high standards when it comes to human and labor rights. To make that commitment clear, we have issued a Human Rights statement that outlines the principles guiding how we treat our people and our partners.

Although our activities are not typically associated with industries where modern slavery is most prevalent, we do not take that reality for granted. We remain attentive to potential risks across our supply chain and are committed to identifying and addressing any concerns related to modern slavery or human trafficking. Just as importantly, we encourage anyone—employees, partners, or suppliers—to speak up if something does not feel right, so we can act quickly and responsibly.



# SAFETY FIRST

## → Protecting Our People

In 2025, we introduced separate Health & Safety processes for our consulting and staffing operations, recognizing that each business line faces different types of risks. This more tailored approach allows us to manage those risks more effectively while ensuring consistent protection for all team members.

Consulting employees typically work remotely or from Astrix offices, where risks are similar to standard office environments. Staffing employees, on the other hand, operate at a wide range of client sites, each with its own equipment, processes, and safety considerations. Our differentiated framework reflects these realities, while maintaining shared standards for incident reporting, training, and continuous improvement.

Developing these separate frameworks required close collaboration across HR, operations leadership, and health and safety specialists. We reviewed incident data, conducted risk assessments, and spoke directly with employees in both business lines to understand their day-to-day challenges. This process helped ensure the final frameworks are practical, comprehensive, and aligned with the needs of our teams.



## → Compliance & Safety Performance

In 2025, we achieved 100% readiness for client Health & Safety requirements by implementing comprehensive policies, training programs, incident management procedures, and documentation systems that meet or exceed client expectations. We also expanded our protocols to include employee self-assessments before every new task or on-site assignment, reinforcing personal accountability for safety.

We meet and exceed OSHA regulations, maintaining high safety standards across our operations. **Our 2025 Total Recordable Incident Rate (TRIR) of 11 and Lost Time Injury Frequency Rate (LTIFR) of 544 hours** help guide our continuous efforts to reduce risks and prevent workplace injuries. Our Safety Policy sets clear expectations, promotes proactive hazard reporting, and outlines incident investigation procedures so we can learn from every event and implement preventive measures.

All employees assigned to client sites complete required safety training before deployment, with annual refreshers. Training covers general workplace safety, site-specific hazards, emergency procedures, and the proper use of protective equipment, using interactive methods that encourage real-world application.

Building on insights from 2025, we are expanding training modules, strengthening incident investigation processes, and introducing technology solutions that enhance safety monitoring and provide real-time performance visibility across operations.

At Astrix, safety is a shared responsibility. We encourage employees to raise concerns, stop unsafe work, and take an active role in safety improvements—helping ensure everyone returns home healthy each day.

## → On-Site Work Health & Safety Self-Assessment

For employees working at client sites, we introduced a comprehensive pre-deployment Health & Safety self-assessment. This proactive process evaluates individual health conditions, workplace risks, and any required accommodations before assignments begin.

The assessment helps reduce health and safety risks while also addressing shared liability considerations with clients. It reflects our duty of care and our commitment to responsible risk management, protecting both our employees and our business relationships. Based on the results, employees receive the appropriate training to understand site-specific hazards and safety protocols before starting their work.

This initiative is critical to our business. Health and safety compliance is required in 100% of client assessments and RFPs. Failure to meet H&S tracking, training, or policy requirements can lead to contract cancellations due to shared liability concerns, making this essential for business continuity and client retention.

Our structured pre-deployment process sets us apart in the market, showing clients that we take both their safety standards and our employees' well-being seriously.



## Looking Forward

Our people remain at the center of our success. The programs, policies, and culture we have built create an environment where talented professionals can do their best work, grow their careers, and contribute to advancing human health. As we look toward 2026 and beyond, we remain focused on evolving our people practices, listening to employee voices, and strengthening our position as an employer of choice in life sciences consulting.

Through strong talent development, a clear commitment to inclusion, comprehensive well-being support, and rigorous health and safety standards, we continue to build a solid foundation for long-term success.

The initiatives described throughout this section represent more than a set of programs or policies—they reflect our core belief that organizational success grows from individual success. By nurturing a culture of excellence, putting people first, and embracing continuous improvement, we are preparing for the challenges ahead while building an organization where everyone can thrive.

# PLANET

## → Chapter 3

At Astrix, environmental responsibility means holding ourselves to the same science-based standards we help our clients meet. In 2025, we achieved official validation of our Science-Based Targets by the SBTi — committing to a 42.7% reduction in Scope 2 emissions and a 60.8% reduction in Scope 3 emissions per USD value added by 2030 — while completing our comprehensive GHG inventory across all three scopes and launching our Supplier Code of Conduct as a primary strategy for addressing the more than 95% of our carbon footprint that originates in our value chain.



[2025 Environmental Results](#)

[Climate Action & Carbon Accountability](#)

[Supply Chain Decarbonization Goals](#)

[Our Journey to Net-Zero by 2030](#)

[Improving our Operational Efficiency](#)

[Accountable Environmental Reporting](#)

[Looking Forward: Our 2026  
Environmental Priorities](#)

# 2025 ENVIRONMENTAL

## → Results

In 2025, Astrix made meaningful progress in environmental stewardship, driven by validated science-based targets and a more strategic approach to supply chain engagement.

### Key milestones included:

#### Science-Based Targets Initiative (SBTi) validation



We completed the SBTi validation process, confirming independently verified, science-aligned climate commitments.

#### Sustainable procurement integration

We launched our Supplier Code of Conduct and introduced sustainable procurement processes to better manage Scope 3 emissions.

#### Comprehensive carbon accounting framework

We established a rigorous greenhouse gas inventory, following GHG Protocol standards across all three emission scopes.



These milestones reflect a deliberate effort to embed environmental responsibility into our day-to-day operations. Each step strengthens our ability to create sustainable value for stakeholders while contributing to broader climate action across the life sciences sector.

### → Remote Operations: Built for Sustainability

Astrix's predominantly remote workforce model delivers meaningful environmental benefits while supporting our broader business strategy. With more than 80% of our employees working remotely across six countries, our operating model naturally reduces environmental impact by lowering commute-related emissions and minimizing our physical footprint.

#### Environmental benefits

- **Reduced commute emissions:** Our remote-first approach eliminates daily commuting for most of our workforce, significantly lowering transportation-related GHG emissions. In 2025, employee commuting represented only 17.21 mtCO<sub>2</sub>e, underscoring the environmental advantages of distributed operations.

- **Minimal facility footprint:** We maintain operational control over just two physical offices—San José, Costa Rica, and Holmdel, New Jersey. As a result, our Scope 2 emissions from purchased electricity remain very low, at 4.73 mtCO<sub>2</sub>e, accounting for less than 1% of our total carbon footprint.
- **Resource optimization:** Remote operations reduce office energy use, limit paper consumption through digital-first processes, and support more efficient resource utilization through smart technology.
- **Comprehensive impact accounting:** We take a holistic approach to our environmental footprint, including distributed emissions such as home-office energy use. This approach provides greater transparency across all relevant impact areas.


This operating model sets Astrix apart in the life sciences services sector. It shows that a remote-first strategy can deliver both competitive advantage and measurable environmental benefits. In doing so, we offer a practical, scalable example of how organizations can align operational efficiency with climate responsibility.

# CLIMATE ACTION & → Carbon Accountability

## → Science-Based Targets Validation: Leading with Climate Ambition

In October 2025, we reached an important milestone in our climate journey: official validation of our Science-Based Targets by the Science Based Targets initiative (SBTi). This recognition places Astrix among a select group of organizations with independently verified, science-aligned climate commitments, and positions us as a climate leader within the life sciences services sector.

### Validation Statement


NEAR-TERM SCIENCE-BASED TARGETS 

*SBTi Services* has validated that the greenhouse gas emissions reduction target(s) submitted by **Astrix Technology** conform with the *SBTi Criteria and Recommendations (Near-Term Criteria V5.2)*.


**The official validated target language:**

**Near-Term**  
Astrix Technology commits to reduce absolute scope 2 GHG emissions 42.7% by 2030 from a 2024 base year. Astrix Technology also commits to reduce scope 3 GHG emissions from purchased goods and services, business travel and employee commuting 60.8% per USD value added within the same timeframe. Astrix Technology further commits to maintain zero absolute scope 1 GHG emissions from 2024 through 2030.

DATE OF APPROVAL: 1st October, 2025



SCIENCE  
BASED  
TARGETS  
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



© SBTi Services Limited is a limited company registered in England and Wales (15181959), [sciencebasedtargets.org](https://sciencebasedtargets.org) | [sbtservices.com](https://sbtservices.com)  
Registered address: 66 Lincoln's Fields, London, WC2A 3JH.  
SBTi Services Limited is a wholly owned subsidiary of Science Based Targets Initiative.

### Our SBTi-validated climate commitments

- **Near-term Scope 2 target:** We commit to reducing absolute Scope 2 GHG emissions by 42.7% by 2030 from a 2024 base year, in line with the 1.5°C pathway required to limit the most severe impacts of climate change.
- **Near-term Scope 3 target:** We commit to reducing Scope 3 GHG emissions from purchased goods and services, business travel, and employee commuting by 60.8% per USD value added over the same period. This target addresses the largest share of our carbon footprint through focused value chain engagement.
- **Scope 1 commitment:** We commit to maintaining zero absolute Scope 1 GHG emissions from 2024 through 2030, reflecting our remote-first operating model with no direct emissions from company-owned or controlled sources.
- **Strategic significance:** SBTi validation represents more than an environmental credential. It confirms that our climate strategy is grounded in science and aligned with global decarbonization goals. These targets give us a clear, long-term framework for reducing emissions across the six countries where we operate. They also strengthen our position with sustainability-focused clients and investors, differentiate us from competitors without validated targets, and create clear accountability for measurable progress toward our net-zero ambition.

The validation process involved a rigorous third-party review of our carbon accounting methodology, target ambition, and reduction roadmap. This achievement reflects a collaborative effort across the organization and reinforces our commitment to driving meaningful climate action within the life sciences industry.



## → **Carbon Accounting Framework: Comprehensive GHG Inventory**

Astrix has established a comprehensive greenhouse gas inventory aligned with the internationally recognized GHG Protocol Corporate Standard. This framework ensures an accurate representation of our environmental impact across all relevant emission sources and provides the foundation for science-based target setting, progress tracking, and informed decision-making on climate action.

### **Organizational boundaries**

Our emissions inventory follows the operational control consolidation approach, which includes all facilities where Astrix has full authority to implement operating policies. Because our business operates primarily in a remote model, we maintain operational control over only two physical offices: San José, Costa Rica, and Holmdel, New Jersey. This approach aligns with global best practices while accurately reflecting the realities of our distributed operations.

### **Operational boundaries**



**Scope 1 – Direct emissions:** After a comprehensive review, we determined that stationary combustion and other potential Scope 1 sources are not material to our operations. Our remote-first model and the absence of company-owned vehicles result in zero direct emissions.



### **Scope 2 – Indirect energy emissions:**

These include emissions from purchased electricity used in the two offices under our operational control. We report both location-based and market-based figures to provide a complete and transparent view.



**Scope 3 – Other indirect emissions:** As a professional services organization, our reporting focuses on upstream Scope 3 emissions across four key categories: Category 1 (Capital Goods), Category 2 (Purchased Goods and Services), Category 6 (Business Travel), and Category 7 (Employee Commuting and Remote Working). Downstream emissions and other categories that are not material to our business model are excluded.

## → **Data Quality and Methodology**

Our analysis uses standardized emission factors from trusted sources, including DEFRA, EPA, IEA, and ECOMETRICA. These factors are applied to both primary data—such as invoices and expenditure reports—and secondary data when direct measurements are not available. The inventory follows the core principles of the GHG Protocol: relevance, completeness, consistency, transparency, and accuracy. To support these principles, we have implemented structured internal data collection processes and quality control measures that help maintain data integrity and prepare us for future verification.

### **Carbon Intensity Metric**

**To better understand our emissions performance in relation to business activity, we track a carbon intensity metric calculated as total GHG emissions across Scopes 1, 2, and 3 per unit of revenue. This key performance indicator allows us to compare performance year over year, monitor progress against our science-based targets, and benchmark our results against industry peers—while accounting for changes in the scale of our business.**



→ **2025 Carbon Footprint: Comprehensive Emissions Data**

| Emissions Category                       | 2025 Emissions (mtCO2e) | % of Total  |
|--|-------------------------|-------------|
| Scope 1 Direct Emissions                 | 0                       | 0%          |
| Scope 2 Indirect Energy (Location-Based) | 4.73                    | 0.6%        |
| Scope 3 Other Indirect Emissions         | 753                     | 99.4%       |
| <b>TOTAL GHG EMISSIONS</b>               | <b>762.35</b>           | <b>100%</b> |

**Revenue-based Emissions Intensity Metrics:**

|                                    |  |
|------------------------------------|--|
| 1) Astrix Carbon Footprint/revenue | 0.000005347                                      |
| (Scope 1, 2 and 3) / Revenue       | mt CO2e per \$1 USD revenue<br><b>0.0053</b>     |
|                                    | mt CO2e per \$1,000 USD revenue<br><b>5.3470</b> |

→ **Scope 3 Management: Engaging Our Value Chain**

With more than 95% of our carbon footprint coming from Scope 3 emissions, meaningful climate action at Astrix depends on strong engagement across our value chain. Our approach reflects a simple reality: reducing indirect emissions requires collaboration, shared responsibility, and long-term partnerships, rather than direct operational control. We focus on building capacity, working closely with suppliers and partners, and using our influence to drive more sustainable practices throughout the chain

**Sustainable Procurement as Scope 3 Strategy**

In 2025, we launched a comprehensive sustainable procurement framework designed to support the management and reduction of supply chain emissions. This initiative represents one of our most strategic efforts in Scope 3 management, establishing clear processes to engage suppliers on environmental performance and to integrate carbon considerations into everyday procurement decisions.

As part of this effort, we developed and introduced our Supplier Code of Conduct in 2025. The code sets clear environmental, social, and governance expectations for all suppliers and partners, creating a strong foundation for consistent, responsible engagement across our value chain. Our sustainable procurement approach, including detailed supplier engagement protocols, assessment frameworks, and procurement integration processes, is addressed in greater detail in the Prosperity section of this report.

→ **Key Scope 3 Management Strategies**

Our approach to reducing Scope 3 emissions is built around three interconnected strategies that work together to create real impact across our value chain:

- **Supplier Climate Engagement:** We actively engage the suppliers that represent the largest share of our emissions, encouraging them to disclose their GHG data, climate targets, and reduction initiatives. These conversations help create greater transparency and shared accountability across our supply chain.
- **Carbon-Informed Procurement Decisions:** Environmental performance is considered alongside traditional procurement criteria. Whenever possible, we give preference to suppliers with validated science-based targets or credible climate commitments, making climate action a competitive advantage within our supplier network.
- **Data Quality Enhancement:** We continue to improve the accuracy of our Scope 3 measurements by collecting supplier-specific emissions data whenever it is available. This allows us to track progress more precisely and focus our efforts where they can make the greatest difference.

*Astrix's Scope 3 GHG emissions are calculated using a spend-based methodology, in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard. For 2025, the increase in reported Scope 3 emissions is primarily driven by higher spend on international business travel.*

*Estimates derived from a spend-based approach do not necessarily reflect a proportional increase in actual activity levels, as price inflation in travel and related services may have contributed to higher expenditure and, consequently, higher calculated emissions. As this methodology uses expenditure as a proxy for physical activity, reported emissions may be influenced by price changes rather than actual changes in consumption. This limitation is disclosed in the interest of transparency and to support year-on-year comparability.*

# SUPPLY CHAIN

## → Decarbonization Goals

Our SBTi-validated Scope 3 target commits Astrix to reducing emissions from purchased goods and services, business travel, and employee commuting by 60.8% per USD value added by 2030. Reaching this goal requires more than internal action. It depends on how we work with suppliers, how we make procurement decisions, and how we collaborate across our value chain—areas where influence matters as much as direct control.

These targets create clear accountability while acknowledging that value chain decarbonization is a shared effort. Progress depends on ongoing dialogue with suppliers, better measurement, and consistent focus on practical reduction opportunities. Our approach balances ambition with realism—setting meaningful goals that drive action while recognizing that climate outcomes are the result of collective effort.



## STRATEGIC TARGETS FOR VALUE CHAIN INFLUENCE

### DATA QUALITY ENHANCEMENT

We will continue improving Scope 3 data accuracy by increasing the share of emissions calculated using supplier-specific data instead of industry averages, targeting 25% coverage by 2026 and 50% by 2028.

### SUPPLIER ENGAGEMENT TARGET

By 2028, we aim to engage suppliers representing 80% of our Scope 3 emissions (by spend) in climate action through disclosure requests, capacity-building efforts, or collaborative reduction initiatives.

### PREFERRED SUPPLIER FRAMEWORK

By 2027, we plan to establish a preferred supplier program that recognizes and prioritizes vendors with validated science-based targets or comparable climate commitments.

### BUSINESS TRAVEL REDUCTION

By 2028, we aim to reduce absolute business travel emissions by 35% through expanded virtual collaboration, more sustainable travel policies, and smarter route planning.

# OUR JOURNEY TO → Net-Zero by 2030

Astrix has committed to achieving net-zero greenhouse gas emissions by 2030, reflecting our determination to lead on climate action rather than simply comply with expectations. This commitment goes beyond meeting requirements; it is about taking meaningful steps to reduce our environmental impact and operate more responsibly.



Our journey to net-zero combines deep emissions reductions across all scopes with thoughtful strategies to address the remaining footprint. By pairing operational changes with targeted actions for residual emissions, we aim to ensure that our climate commitments are both credible and effective over the long term.

Our journey to net zero by 2030 builds on our SBTi-validated near-term targets—42.7% reduction in Scope 2 emissions and a 60.8% reduction in Scope 3 emissions per USD value added. These targets serve as clear milestones along the way. Our pathway includes year-over-year progress tracking against these science-based goals, deeper supplier engagement to drive value-chain decarbonization, and ongoing operational improvements that reduce energy use and waste. It also involves the careful evaluation of carbon removal or offset options for any residual emissions, along with transparent reporting on our progress, challenges, and the adjustments we make along the way.

Reaching our net zero goal will require sustained effort across our entire organization and value chain. We know this journey demands innovation, close collaboration, and, at times, difficult decisions, but still, our conviction is clear: environmental responsibility is not defined by the size of a company's footprint, but by the sincerity of its commitment to positive change

## → Progress Toward Net-Zero Goal

### 2025 Milestones Achieved

- **SBTi Validation:** We achieved third-party validation of our science-based targets, giving us a credible, science-aligned roadmap to net zero and reinforcing our commitment to helping limit global warming to 1.5°C.
- **Baseline Establishment:** We completed our comprehensive 2024 carbon accounting baseline in line with GHG Protocol standards, creating a solid and accurate foundation for tracking progress toward our 2030 goal.
- **Sustainable Procurement Launch:** We rolled out a company-wide sustainable procurement framework, establishing clear and systematic pathways to reduce supply chain emissions—particularly the 63% of our footprint tied to purchased goods and services.
- **Travel Optimization Initiatives:** We strengthened virtual collaboration tools and introduced more sustainable travel policies, targeting the 31% of our footprint associated with business travel.
- **Stakeholder Engagement:** We deepened climate conversations with key suppliers, encouraging emissions disclosure and joint reduction initiatives that will support meaningful Scope 3 progress.

# IMPROVING OUR → Operational Efficiency

While our remote-first operating model already keeps our direct environmental footprint low, continuous improvement remains essential to our net-zero journey. We view operational efficiency not only as an environmental responsibility, but also as a business advantage. When we optimize resources, we strengthen both sustainability performance and cost discipline.

## → Energy Consumption Tracking and Management



**Facility Energy Monitoring:** For the two facilities under our operational control—San José, Costa Rica and Holmdel, New Jersey, we track monthly electricity use, identify efficiency opportunities, and implement practical energy management improvements.



**Remote Work Energy Considerations:** We provide guidance to employees on improving home office energy efficiency, encouraging the use of energy-efficient equipment and sustainable remote work practices.



**Digital Infrastructure Optimization:** As a digital-first organization, we continuously evaluate the energy profile of our IT infrastructure. We prioritize cloud providers with credible renewable energy commitments and optimize data storage and transfer to reduce unnecessary energy consumption.

## Resource Optimization and Waste Reduction



**Digital-First Documentation:** Our remote model naturally reduces paper consumption. We continue refining digital workflows, minimizing printing, and strengthening electronic document management practices.

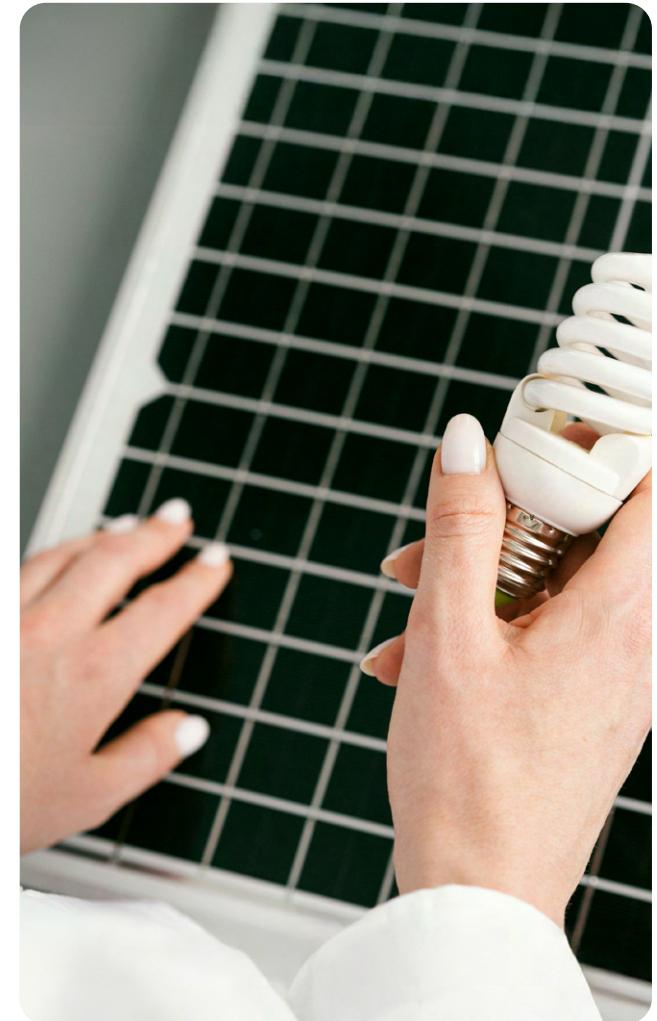


**Procurement Efficiency:** Improved procurement processes help avoid unnecessary purchasing through better asset management, extended equipment lifecycles, and thoughtful vendor consolidation.



**Waste Management:** Where physical operations exist, we implement waste reduction, reuse, and recycling initiatives aligned with circular economy principles.

While our direct environmental footprint remains relatively low, we do not view that as a reason for complacency. These operational efficiency initiatives reflect our commitment to continuous improvement and responsible stewardship across our value chain. Each efficiency gain—no matter the scale—strengthens our progress toward net-zero while reinforcing operational discipline and long-term resilience. In this way, environmental responsibility and business excellence advance together.



## → Sustainable Operations Practices

Sustainability at Astrix is not limited to formal programs or dedicated initiatives. It is also reflected in the everyday decisions that shape how we work, collaborate, procure, and deliver services. By weaving environmental thinking into routine operations, sustainability becomes a natural outcome of good business practice—not an additional layer of complexity.



### Environmental Considerations in Business Processes



**Virtual-First Collaboration:** After a comprehensive review, we dOur remote work culture, supported by strong digital collaboration tools, reduces the need for travel while enabling effective teamwork across six countries. This model lowers our environmental impact and, at the same time, supports work-life balance and geographic flexibility.



**Sustainable Event Planning:** When in-person gatherings are necessary, we consider environmental factors in our planning. This includes choosing accessible venues with strong environmental practices, minimizing single-use materials, and prioritizing local sourcing for food and event materials.



**Technology Lifecycle Management:** We extend the useful life of technology assets through proper maintenance and upgrades. When equipment reaches the end of its lifecycle, we recycle it responsibly through certified e-waste programs and factor environmental considerations into new procurement decisions.

### Sustainability in Service Delivery



**Client Engagement Model:** We rely heavily on remote and hybrid delivery models for client projects. This approach reduces travel-related emissions while maintaining service quality and improving cost-effectiveness for our clients.



**Sustainable Project Practices:** Where relevant, environmental considerations are integrated into project planning and execution. Our experience with remote operations and digital transformation allows us to support clients as they pursue their own sustainability goals.



**Knowledge Sharing:** We actively share insights and lessons learned from our sustainability journey with clients and industry peers, positioning Astrix as a thoughtful partner in advancing environmental performance across the life sciences sector.

Together, these practices show that environmental stewardship does not require trade-offs with quality, efficiency, or competitiveness. By embedding sustainability into our daily operations, we create lasting value for clients, employees, and investors—while steadily reducing our environmental impact.

# ACCOUNTABLE

## → Environmental Reporting

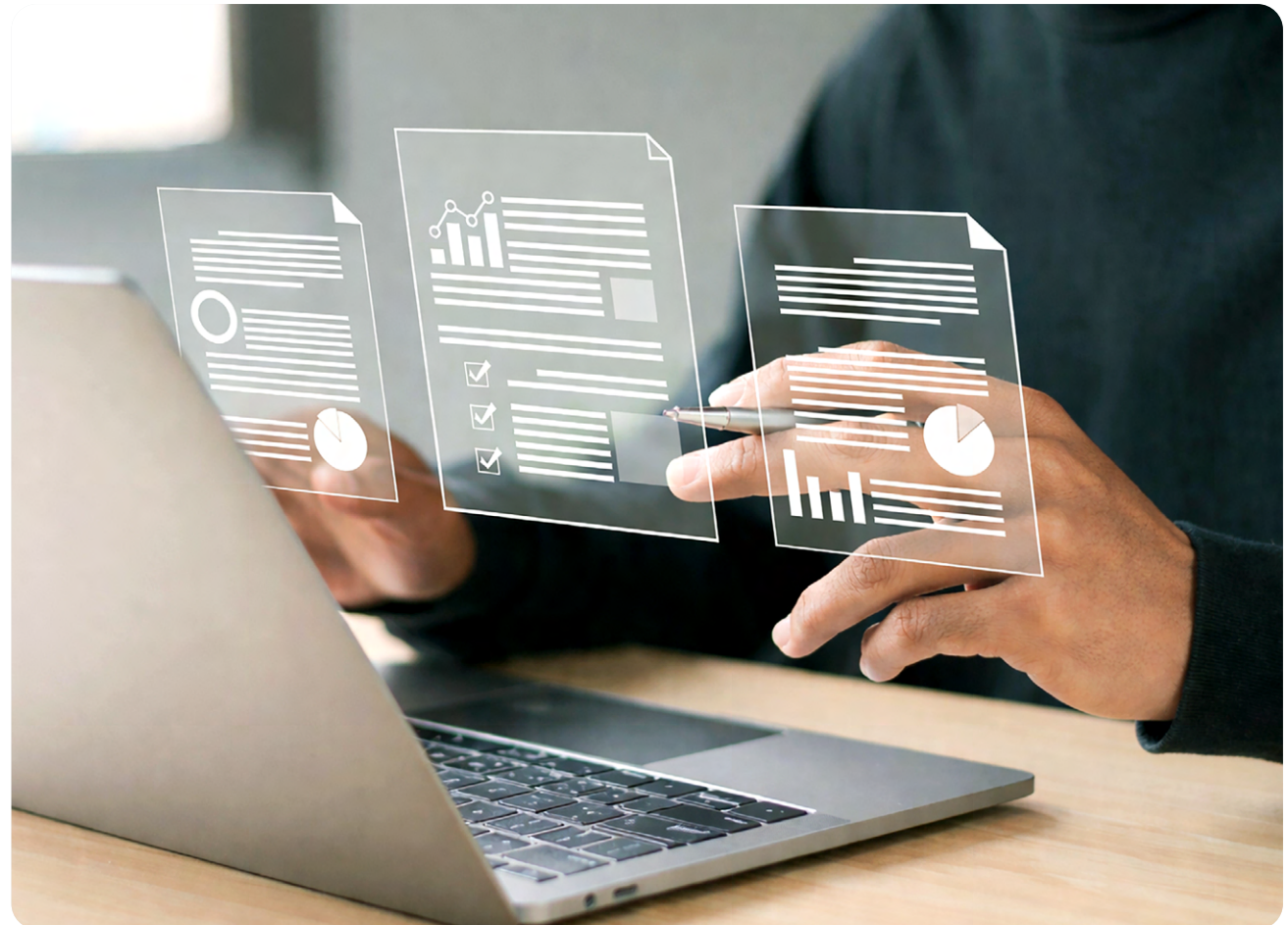
Transparency and accountability are essential to meaningful climate action. We participate in recognized environmental disclosure frameworks to report both our progress and our challenges openly. By aligning our reporting with global standards, we enable stakeholders to evaluate our environmental performance, track our progress, and hold us accountable for our commitments.

### GRI Environmental Disclosures

This sustainability report follows Global Reporting Initiative (GRI) Standards. Our GRI-aligned disclosures provide standardized environmental information enabling stakeholders to assess our performance across key environmental topics. These are our Key GRI Environmental Disclosures:

- **GRI 302: Energy** - Comprehensive data on energy consumption across our operational control facilities, including electricity use and energy intensity metrics.
- **GRI 305: Emissions** - A complete greenhouse gas inventory covering Scope 1, 2, and 3 emissions in line with the GHG Protocol, including emissions intensity, year-over-year trends, and reduction initiatives.

Our GRI Index is included in the appendix of this report. It cross-references each disclosure with the relevant sections, making it easier for stakeholders to navigate and verify our information.



# LOOKING FORWARD

## → Our 2026 Environmental Priorities

Our environmental priorities for 2026 focus on implementing our validated science-based targets, strengthening employee engagement in climate action, and expanding collaboration with stakeholders to create shared value.

With SBTi validation achieved in 2025, our 2026 priority is to execute reduction initiatives across all emission scopes. This means translating our science-based targets into clear action plans with defined accountability, timelines, and performance metrics.

### SCOPE 2 PRIORITIES

#### RENEWABLE ENERGY ASSESSMENT

Evaluate renewable energy procurement options for our operational control facilities.

#### ENERGY EFFICIENCY PROJECTS

Implement identified efficiency improvements in our San Jose and Holmdel offices.

#### PERFORMANCE TRACKING

Establish quarterly energy tracking to monitor trends, identify anomalies, and uncover additional optimization opportunities.

### SCOPE 3 PRIORITIES

#### SUPPLIER ENGAGEMENT SCALE-UP

Expand supplier engagement to cover 50% of Scope 3 emissions (by spend) by year-end, requesting climate commitments from key suppliers moving forward.

#### PREFERRED SUPPLIER PROGRAM LAUNCH

Implement a preferred supplier framework that prioritizes vendors with validated science-based targets or equivalent climate commitments.

#### BUSINESS TRAVEL OPTIMIZATION

Introduce virtual collaboration tools and sustainable travel policies to reduce business travel emissions by 25% from the 2024 baseline.

#### DATA QUALITY ENHANCEMENT

Achieve 25% coverage of supplier-specific emissions data, moving beyond reliance on industry-average factors.

## → **Enhanced Environmental Awareness**

We will strengthen internal environmental awareness and employee engagement through focused communication, training, and opportunities for individual contribution.

### **Internal Communication Programs**

- **Climate Action Updates:** Provide regular updates on progress toward our environmental goals, highlight key milestones, and maintain visibility of our net-zero journey across the organization.
- **Sustainability Newsletter:** Publish a quarterly environmental newsletter featuring achievements, best practices, and employee sustainability champions.
- **Leadership Messaging:** Ensure consistent executive communication reinforcing the strategic importance of climate action and leadership's commitment to sustainability.

By strengthening our environmental culture and employee engagement, we embed sustainability into how we operate. Our people become ambassadors for innovation in sustainable practices, amplifying our positive impact across the organization and value chain.



### **Expanding Stakeholder Engagement**

**Meaningful climate action extends beyond organizational boundaries. In 2026, we will deepen environmental dialogue with clients, suppliers, and communities, creating shared value through sustainability partnerships and collaborative initiatives that amplify our impact.**

### **CLIENT ENGAGEMENT EXPANSION**

#### **Sustainability Thought Leadership:**

Develop and share content on sustainable operations in the life sciences sector.

#### **Client Sustainability Collaboration:**

Partner with clients on sustainability initiatives, support their Scope 3 management efforts, and explore joint reduction opportunities across our shared value chain.

### **SUPPLIER PARTNERSHIP DEEPENING**

#### **Capacity Building Programs:**

Provide resources and support to help key suppliers develop climate strategies, build carbon accounting capabilities, and set credible reduction targets.

#### **Collaborative Reduction Initiatives:**

Launch joint projects with high-impact suppliers to address specific emissions-reduction opportunities.

#### **Recognition and Incentives:**

Acknowledge supplier environmental leadership through preferred status and expanded business opportunities.

## → Collaborating for Customer Climate Success

We support our clients in advancing their sustainability objectives through our Client Climate Partnership Approach, aligning environmental responsibility with business performance.

- **Sustainable Service Delivery:** We deliver projects through remote and hybrid models that reduce travel requirements and associated emissions, directly supporting clients' Scope 3 reduction efforts. Our distributed service delivery model demonstrates that high-quality professional services can be delivered with minimal environmental impact.
- **Thought Partnership:** We share insights from our own climate journey, including carbon accounting for distributed operations, supplier engagement, and Scope 3 management. By translating lessons learned into practical guidance, we strengthen our role as a trusted advisor.
- **Digital Transformation Expertise:** Our experience in digital transformation and remote operations enables clients to reduce environmental impact through technology adoption, process optimization, and more efficient collaboration models.
- **Supply Chain Collaboration:** As part of our clients' value chains, we actively participate in their sustainability initiatives—providing environmental data, engaging in carbon disclosure programs, and collaborating on emissions reduction opportunities.

Through this partnership model, we extend the impact of our climate strategy beyond our own operations, contributing to broader decarbonization efforts across the life sciences sector.



# PRINCIPLES OF GOVERNANCE

## → Chapter 4



[Leadership, Oversight & Responsible Innovation](#)

[AI Committee: Governing Emerging Technology](#)

[Sustainability Governance Framework](#)

[Organizational Accountability](#)

[Risk Management & Business Continuity](#)

[Sustainability Reporting Evolution](#)

[Cybersecurity & Data Protection](#)

[Government Relations & Policy Engagement](#)

At Astrix, governance is the foundation that makes every other sustainability commitment credible and lasting. In 2025, we reviewed and updated more than 30 policies globally, relaunched our comprehensive Employee Handbook with mandatory annual training requirements, established an AI Ethics Committee to govern responsible innovation across the organization, recorded zero corruption incidents and zero cybersecurity breaches, and completed our second annual Sustainability Report – using it to address all of our assessment requirements – demonstrating that strong governance translates directly into stakeholder trust and business performance.

# LEADERSHIP, OVERSIGHT → & Responsible Innovation

**Strong governance is more than compliance—it is the foundation of sustainable business growth. At Astrix, governance creates competitive advantage by demonstrating to clients, investors, and employees that we operate with the highest ethical standards while driving responsible innovation.**

In 2025, we strengthened our governance infrastructure through systematic policy modernization, enhanced risk management capabilities, and forward-looking frameworks for emerging technologies. Astrix’s governance structure combines strategic oversight with operational accountability. Our Board of Directors includes eight members with diverse expertise: three representatives from our owner Quad-C, our CEO Dale Curtis, and three independent directors. This composition provides balanced perspectives and informed decision-making. With one female board member and continued consideration of gender, race, ethnicity, and cultural diversity in recruitment, we aim to reflect the broader communities we serve.

The Board meets quarterly and maintains clear communication channels with the executive team, enabling timely discussion of critical organizational matters. Quad-C representatives exercise voting rights, ensuring strategic alignment and effective oversight.

## → Executive Leadership Integration



The executive leadership team manages day-to-day operations under the governance principles set by the Board. Guided by a strong “tone at the top,” leaders model ethical behavior across the organization. Executive compensation is reviewed annually following financial audits, ensuring alignment between leadership performance and company objectives.

In 2025, we welcomed Steve Duryee as Astrix’s first Chief Operating Officer. With more than 30 years of executive leadership experience scaling global businesses across software, technology, and life sciences services, his appointment strengthens our operational excellence and commercial innovation capabilities.

## → Board Oversight of Sustainability

Our Sustainability Committee, led by our CEO, CFO, CHRO, and Head of Sustainability, meets quarterly to guide strategy, assess risks, and identify opportunities for responsible growth. With direct Board oversight, the Committee ensures strategic alignment, monitors performance, and keeps sustainability fully integrated into business planning.

# AI COMMITTEE

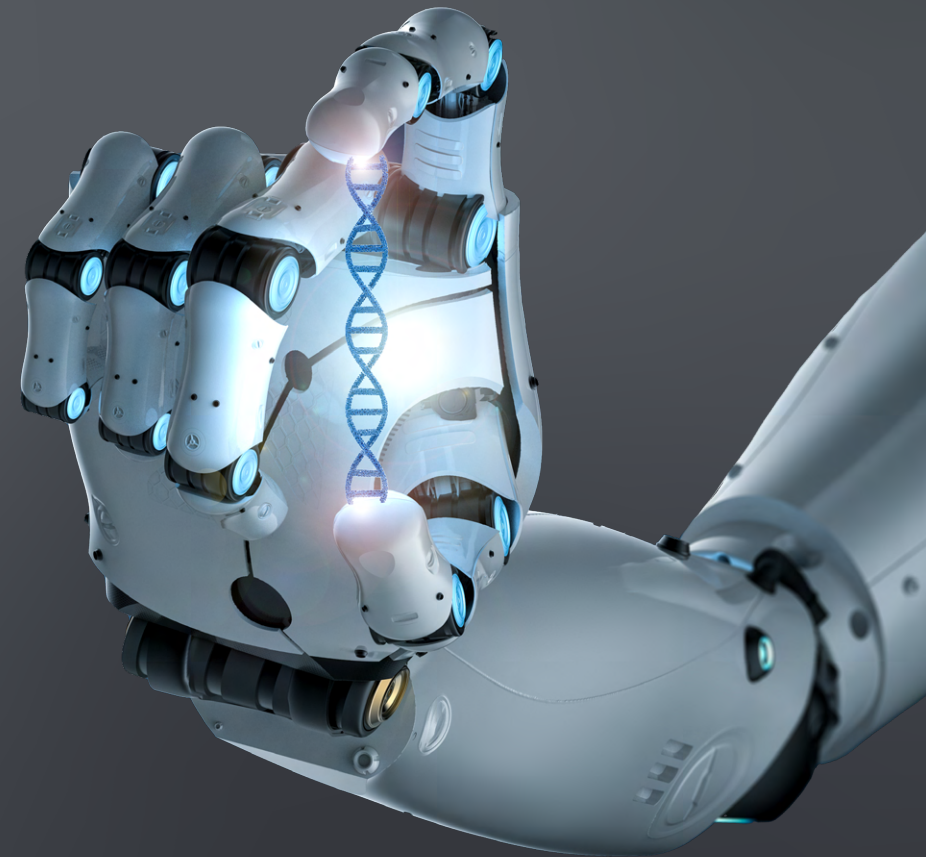
## → Governing Emerging Technology

Recognizing that artificial intelligence brings both opportunity and responsibility, Astrix established an AI Ethics Committee in 2025 to oversee the development, deployment, and ethical use of AI across the organization. The committee—composed of representatives from Legal, Human Resources, Digital Transformation, and Sustainability—ensures we capture AI’s business value while upholding ethical standards, data privacy, transparency, and human oversight.

The committee developed a comprehensive AI governance framework with clear policies defining AI scope, authorized uses, approved tools, and data-sharing protocols. The framework addresses key issues such as data privacy compliance (including GDPR and CCPA), client-specific restrictions, and the principle that AI should enhance—not replace—human capability.

Our AI policy gives employees practical guidance on responsible use. It applies tiered authorization based on tool security: for example, Microsoft Copilot is approved as a closed system, while open AI tools that could expose sensitive data are restricted. For clients handling highly sensitive information—such as clinical trials or proprietary research—we apply additional safeguards to protect their intellectual property.

Grounded in World Employment Confederation principles, our approach prioritizes automation without mass job displacement, mandatory human oversight, and technology integration that strengthens human capability.



# SUSTAINABILITY

## → Governance Framework



**In 2024–2025, Astrix completed a comprehensive transformation of its policy governance system, establishing clear frameworks to guide organizational decision-making for years to come.**

We established a standardized policy management process with clear templates, writing guidelines, approval procedures, and defined ownership. This framework ensures consistency, accountability, and compliance across all operational areas.

As part of this effort, we reviewed, updated, and aligned more than 30 active policies, working closely with regional leaders to meet legislative requirements across our six operating countries. Sustainability criteria were integrated throughout, with particular emphasis on Diversity, Equity, and Inclusion principles.

A key milestone was the reorganization of our Code of Ethics and Business Conduct. We consolidated previously dispersed information into a single, comprehensive document that includes the grievance mechanism and policy enforcement procedures.

### → **Employee Handbook Relaunch 2025**

Astrix relaunched its comprehensive Employee Handbook in 2025, consolidating all updated policies into a single, central resource that defines organizational standards, employee rights and responsibilities, and cultural expectations. The enhanced handbook introduces annual mandatory training requirements and formalizes employee acknowledgment and adherence processes. By clearly outlining our commitments to corporate governance, diversity, equity, inclusion, human rights, and sustainability, the handbook empowers employees to make decisions aligned with our values.

# ORGANIZATIONAL

## → Accountability

**Sustainability responsibilities flow through our organization from the Board to front-line operations. The Sustainability Committee's quarterly meetings provide strategic direction and enable cross-functional coordination, while functional leaders translate that strategy into concrete initiatives within their areas of responsibility.**

### → Open Doors for Building Trust

Trust is built through consistent ethical behavior, transparent communication, and accountability. At Astrix, ethics and integrity form the foundation of our governance strategy, guiding every interaction with clients, employees, partners, and communities.

Through an open-door policy, leadership encourages employees to share ideas, raise concerns, and provide feedback, supporting an inclusive and engaged workforce. We embed ethical decision-making through training, leadership example, and clear accountability systems.

### → Code of Ethics & Business Conduct

Our refreshed Code of Ethics and Business Conduct establishes the principles and standards every team

member is expected to uphold. It provides clear guidance on navigating ethical dilemmas, complying with laws and regulations, and making decisions aligned with Astrix's values. The Code also addresses common challenges such as conflicts of interest and anti-bribery compliance, offering practical guidance that enables employees to act with confidence in complex situations.

### → Anti-Corruption Measures

Astrix maintains a zero-tolerance policy for bribery and corruption. We prohibit any form of bribe, facilitation payment, or unethical inducement, regardless of location or circumstance. Employees and third parties acting on our behalf must comply with these standards, ensuring no improper influence is used to gain business advantages. Exceptions are permitted only when personal safety is at risk, and such incidents must be reported and documented promptly.

In 2025, we recorded zero corruption incidents, reflecting the strength of our risk assessments, training programs, and due diligence processes. We also maintain clear policies on political contributions, which must be made personally and never through company resources.

### → Conflict of Interest Management

Business decisions must be made objectively and free from personal interests. Our policies establish clear procedures for identifying, disclosing, and resolving conflicts of interest. Employees must report any actual, potential, or perceived conflicts in writing. Astrix strictly follows antitrust and competition laws, ensuring fair and ethical business practices. Our guidelines on gifts and hospitality prevent well-intentioned gestures from creating conflicts of interest.

### → Speak-Up Culture & Grievance Mechanisms

Our Ethics Hotline provides a confidential channel for employees and stakeholders to report concerns without fear of retaliation. It addresses issues such as conflicts of interest, bribery, discrimination, harassment, or workplace misconduct. Every report is handled with discretion and appropriate follow-up.

Employees are required to disclose any activity or relationship that could compromise their objectivity. We actively encourage the reporting of unethical behavior, and all concerns are investigated thoroughly. Strong anti-retaliation protections ensure a safe environment where people feel empowered to speak up.

# RISK MANAGEMENT

## → & Business Continuity

Managing risk is essential to operational resilience and long-term security. Our comprehensive risk management approach identifies, assesses, prioritizes, and mitigates sustainability-related risks across all operations.

In 2025, Astrix implemented a comprehensive Risk Management Scorecard and Mitigation Plan. This tracking tool evaluates the likelihood and impact of identified risks, assigns ownership, and monitors mitigation progress. The scorecard integrates financial, operational, reputational, regulatory, and ESG risks, providing enterprise-wide visibility and enabling proactive management.

All identified risks are recorded in a centralized register and communicated promptly to key stakeholders, ensuring transparency and informed decision-making. We use standardized templates and visual tools—such as heat maps, trend charts, and status indicators—to present risk information clearly.

Our framework includes tiered reporting for different stakeholder groups, including executive dashboards, board-level presentations, and operational updates. Each format provides the appropriate level of detail for effective decision-making. We are expanding this framework to cover additional areas, including HR emergency planning, operational model risks, and climate-related risks.

### CLIMATE RISK INTEGRATION

We assess physical risks such as extreme weather events that could disrupt our facilities or client operations, as well as transition risks linked to evolving regulations, market shifts, and technological changes as economies move toward lower-carbon models. Moving forward, scenario analysis, we evaluate the financial implications of different climate futures and develop response strategies that protect business continuity while positioning Astrix to support clients in their own climate transitions.

### BUSINESS CONTINUITY PLANNING

Our business continuity measures safeguard operational stability during disruptions while protecting employees and stakeholder interests. Advanced tools such as Microsoft 365 and Azure Active Directory provide real-time monitoring and automated threat alerts. Regular assessments and secure score reviews help maintain a security posture that consistently exceeds industry benchmarks.

### TRANSPARENCY & ACCOUNTABILITY

Transparency builds stakeholder trust and reinforces our commitment to continuous improvement. Through comprehensive reporting, external assessments, and proactive communication, we hold ourselves accountable for our sustainability performance.

### REGULATORY COMPLIANCE

Operating across multiple jurisdictions—the United States, United Kingdom, Ireland, Costa Rica, and Brazil—requires a robust multi-country compliance framework. We actively monitor and respond to evolving ESG regulations, including preparations for the Corporate Sustainability Reporting Directive (CSRD). Our policy governance system integrates country-specific legal requirements into operational standards, while our legal and compliance teams track regulatory developments and implement necessary updates.

# SUSTAINABILITY

## → Reporting Evolution

This second annual Sustainability Report demonstrates year-over-year progress, stronger disclosures, and improved data quality. We enhanced our data collection processes, refined performance metrics, and deepened our analysis of environmental, social, and governance impacts. The report was registered through the Global Reporting Initiative (GRI) website and shared with customers, assessment organizations, and employees through our newsletter.

### → External Assessments & Verification

External assessments provide independent validation of our sustainability performance and highlight areas for improvement. In 2025, we achieved key milestones across several frameworks:

## 01

### ECOVADIS ASSESSMENT

We completed our EcoVadis assessment with **significantly greater efficiency, responding to 85% of the requirements** using Astrix Sustainability Report as the primary verification source. All environmental criteria were fully addressed, supported by our completed 2025 carbon inventory in line with the GHG Protocol.

## 02

### NOVATA ASSESSMENT FOR QUAD-C

We completed the ESG assessment requested by Quad-C using the Novata framework, **delivering a comprehensive view of our ESG performance.**

## 03

### CUSTOMER-SPECIFIC EVALUATIONS

Throughout 2025, we responded to multiple client sustainability assessments, **reinforcing our commitment to transparency and evolving client expectations.** These evaluations are increasingly becoming competitive differentiators, as sustainability performance influences vendor selection and contract renewals.

## 04

### SCIENCE-BASED TARGETS PROGRESS

We reached a major milestone in our SBT journey, completing both the **commitment, acceptance and validation phases,** positioning Astrix among **sector leaders aligned with climate science.**

# CYBERSECURITY

## → & Data Protection

Astrix protects its systems from unauthorized access, breaches, and cyber threats through rigorous security measures and a strong culture of awareness and accountability. The Board of Directors maintains direct oversight of data security and privacy risks through regular reporting and investment decisions, as we continuously assess risks, strengthen defenses with advanced technologies, and enforce strict access controls. Our cybersecurity program covers critical areas including access management, encryption of sensitive data at rest and in transit, continuous security monitoring, incident response readiness, business continuity planning, and ongoing employee training.

In 2025, Astrix reported zero cybersecurity incidents and zero data breaches—reflecting the combined strength of our technology controls and security culture. All employees complete monthly cybersecurity training.

### → Stakeholder Communication

We engage stakeholders through multiple channels, including this annual report, presentations, website content, and direct dialogue with investors, clients, and employees. Building trust through transparency

means communicating openly about challenges, progress, setbacks, and commitments. We do not claim perfection. Instead, we demonstrate accountability by clearly sharing where we have delivered results, where capabilities are still evolving, and what we are learning along the way.

### → Data Privacy Compliance

We comply with regional data protection regulations across our operations, including GDPR in the United Kingdom and Ireland, CCPA in California, and other applicable laws in the jurisdictions where we operate. For high-risk processing activities, we conduct data protection impact assessments to identify and mitigate potential risks, consulting with regulatory authorities when required.

### → Network Security & Vulnerability Management

We protect systems and infrastructure through continuous monitoring, vulnerability identification, and proactive remediation. Regular scans and risk-based assessments guide updates, patches,

and security improvements. Critical updates are applied within seven days, while zero-day vulnerabilities are addressed within 24 hours. Quality updates are deployed within 30 days. All devices are managed through Microsoft Azure Active Directory and Microsoft Intune, with automated updates and Sophos antivirus providing daily protection and scans.

### → Confidential Information Management

Through our partnership with Ametros Group Ltd, our official Data Protection Officer, we maintain comprehensive GDPR compliance across all operations. Ametros has conducted detailed risk assessments of our organizational and technological data processing activities and implemented an ongoing security plan to protect personal data.

Our records document all processing activities, including purposes, lawful bases, data subject types, data categories, retention periods, and security measures. We uphold all GDPR data subject rights, including access, restriction, and erasure upon request. We also monitor and document any data security incidents and maintain protocols to notify regulators and affected individuals when required.

# GOVERNMENT RELATIONS → & Policy Engagement

**Astrix maintains transparent, ethical relationships with governments and regulators, ensuring full compliance with all applicable laws and standards.**

## → Governance of Political Activities

We maintain a neutral position on political engagement and operate under strict legal and ethical guidelines. We comply with procurement laws governing federal contracts, prohibit gifts to government officials except for minimal-value items under specific conditions, and enforce a zero-tolerance policy on bribery and facilitation payments.

## → Political Engagement Disclosure

We encourage employees to stay informed and participate in the political process as private individuals. Any political contributions or activities must take place on personal time and with personal resources. The use of company funds, time, or assets for political purposes is strictly prohibited. Employees who choose to run for public office must do so independently, without company involvement, and must obtain prior approval to avoid conflicts of interest.



## → Strengthening Governance for Tomorrow

The governance foundations established in 2025—from our AI ethics framework to our enterprise risk scorecard—position Astrix to navigate a more complex business environment with confidence. In 2026, we will continue strengthening these capabilities through policy refinement, expanded risk frameworks, and deeper integration of sustainability across governance processes.

# PROSPERITY

## → Chapter 5

At Astrix, prosperity means creating shared value across our ecosystem. In 2025, our sustainability achievements—particularly the Supplier Code of Conduct and the sustainable procurement framework—demonstrated how ESG integration drives business value, manages risk, and strengthens competitive advantage across our value chain.



Economic Performance

Sustainable Procurement & Supply Chain

Supplier Partnerships that Deliver Results

Knowledge Sharing and Thought Leadership

Driving Meaningful Community Change

Economic Resilience & Long-Term Value Creation

# ECONOMIC

## → Performance

In 2025, Astrix saw a consolidated revenue decline of 5.9% compared to the prior year. The Astrix Consulting Services segment achieved 3% growth, as growth was limited by the impact on clients of tariffs and a broader economic downturn. In contrast, the Staffing business segment experienced a substantial decrease, with revenue dropping 18.8%. This setback was largely driven by federal government spending and funding cuts, which reduced Federal business by 26.3%, and a slower economy impacting the non-Federal side by 13.4%.

Despite these challenges, EBITDA declined by just 1.7% year-over-year. This smaller decrease was attributable to a larger mix of higher margin business from Astrix Consulting Services compared to Staffing, as well as reduced spending on selling, general, and administrative expenses.

During 2025, operational improvements further strengthened our foundation. Enhanced project oversight, closer alignment between commercial and delivery teams, and greater focus on transparency and quality metrics improved execution across the business. Our sustainability leadership continues to differentiate Astrix in competitive evaluations, where ESG performance is increasingly a key selection factor, positioning us as strategic partners rather than simple service providers.

Key ESG investments in 2025 included our sustainable procurement systems, client compliance frameworks, a corporate volunteering program, carbon accounting systems, and human rights assessment frameworks. These initiatives deliver both measurable financial value and intangible benefits, including stronger reputation, higher employee engagement, and clearer market differentiation.



# SUSTAINABLE PROCUREMENT → & Supply Chain

Transforming our supply chain through sustainable procurement was a key milestone in 2025. This effort directly supports our Science-Based Targets and addresses Scope 3 emissions—our largest carbon footprint category.

## Supplier Code of Conduct

In November 2025, Astrix finalized a comprehensive Supplier Code of Conduct, establishing clear environmental, social, and governance expectations for all suppliers and partners. This milestone provides:

## Implementation Framework

Building on this foundation, we introduced an integrated supplier management framework that reshapes how we select, evaluate, and collaborate with vendors:

- **Sustainability-integrated RFPs:** ESG criteria embedded alongside traditional selection factors from the earliest stages.
- **Automated supplier scorecard:** Comparative evaluation across environmental footprint, social impact, governance performance, and diversity representation.
- **Tiered risk framework:** Focused oversight on high-impact relationships while maintaining appropriate controls across all suppliers.
- **Carbon footprint collaboration:** Engagement with suppliers to measure emissions and support Scope 3 reduction in our highest-impact category.
- **Enhanced procurement controls:** Updated policies, including credit-card restrictions and formal vendor management requirements, to strengthen financial transparency.

### ENVIRONMENTAL STANDARDS



covering climate action, responsible sourcing, resource efficiency, and waste management.

### SOCIAL REQUIREMENTS



including human rights protection, fair labor practices, workplace health and safety, and diversity commitments.

### GOVERNANCE EXPECTATIONS



addressing anti-corruption, regulatory compliance, and data privacy.

### COLLABORATIVE IMPROVEMENT



pathways that support supplier capacity building and continuous performance improvement.

# SUPPLIER PARTNERSHIPS → **that Deliver Results**

Rather than treating suppliers as external parties to control, we engage them as partners in our sustainability journey. In 2025, our approach focused on knowledge sharing, joint improvement initiatives, and capacity-building programs that help smaller suppliers strengthen their sustainability capabilities. Periodic performance reviews, structured self-assessment tools, and risk-based audits provide greater visibility while supporting continuous improvement and alignment.

This approach delivered measurable results: greater vendor diversification, stronger alternative supplier pools, complete supplier data, and clearer pathways to reduce Scope 3 emissions—our largest carbon category—while creating shared value across the supply chain.



# KNOWLEDGE SHARING → and Thought Leadership

At Astrix, prosperity extends beyond business performance — it encompasses our commitment to advancing the life sciences community through the open exchange of expertise, insights, and innovation. In 2025, we deepened that commitment through a robust thought leadership program that brought timely, high-value knowledge directly to professionals across the industry.

Throughout the year, Astrix hosted 12 webinars and 2 podcasts developed in close collaboration with strategic industry partners, covering topics at the forefront of life sciences operations — including Metadata in Clinical Trials, Change Management, and AI Readiness. These sessions were designed not only to address the most pressing challenges facing organizations today, but to create a platform for shared learning and community advancement.

Our collaborative model is intentional and structured: we work alongside partners to identify their areas of expertise, align topics to emerging industry needs, co-develop content, and co-promote events across digital and email channels — ensuring that knowledge reaches the broadest possible audience. Partners also receive tangible value through lead visibility and access to audience-generated insights from each session.

The program attracted 790 total registrants across all sessions, reflecting sustained engagement and the relevance of our content to life sciences professionals navigating digital transformation, regulatory compliance, and operational efficiency.

Two sessions stood out as particularly impactful in 2025:

- Core Project Principles to Establish AI Readiness for Clinical, Quality, and Regulatory Workflows
- Agile CSA: Unlocking Efficiency in Software Testing for GxP-Regulated Industries

These flagship sessions addressed the intersection of emerging technology and regulatory rigor — areas where Astrix’s expertise creates measurable value for the broader industry ecosystem.

Through this work, Astrix continues to invest in shared prosperity: expanding access to knowledge, strengthening industry capability, and reinforcing our role as a trusted partner and thought leader in the life sciences community.



## 2025 Highlight

### Advancing the Life Sciences Community Through Knowledge Sharing

**14**

**Events hosted**

12 webinars - 2 podcasts

**790**

**Total registrants**

Across all sessions

**2+**

**Industry partners**

Co-creating content

#### TOP PERFORMING SESSIONS

- Core Project Principles to Establish AI Readiness for Clinical, Quality and Regulatory Workflows
- Agile CSA: Unlocking Efficiency in Software Testing for GxP-Regulated Industries

*Topics covered: Metadata in Clinical Trials - Change Management - AI Readiness - Digital Transformation - GxP Compliance*

# DRIVING MEANINGFUL → **Community Change**

## → **2025 Costa Rica Volunteering Pilot**

In 2025, Astrix launched its first corporate volunteering initiative in Costa Rica. Team members partnered with the Banco de Alimentos de San José, sorting and checking food donations that supported more than 40,000 people across the San José area and surrounding communities. Coordinated by colleague Isabel Zuluaga, the pilot confirmed strong employee interest in service opportunities that connect daily work with broader community impact. The results are informing the design of our global volunteering framework for expansion in 2026.

## → **Expanding Our Volunteering Footprint**

Building on this success, our 2026 global volunteering framework emphasizes local coordination, enabling teams to identify community needs; flexible participation, accessible to different schedules; and impact measurement to track both employee engagement and community benefit. The framework will adapt to local contexts across all operating geographies. Initial initiatives in the United Kingdom and Ireland will expand our community impact across the United States, Canada, Costa Rica, Brazil, the United Kingdom, and Ireland.

**Creating meaningful community impact is a core commitment across our six operating geographies.**



# ECONOMIC RESILIENCE → & Long-Term Value Creation

**True prosperity requires economic resilience—creating lasting value that benefits all stakeholders.**

## JOB CREATION & ECONOMIC OPPORTUNITY



Astrix provides direct employment to more than 900 team members across six geographies, creating career paths in life sciences consulting, digital transformation, clinical and regulatory services, and strategic staffing. Our contractor network extends these opportunities to thousands of additional scientific and technical professionals.

Our Costa Rica Talent Development Initiative combines a four-month structured learning program with real client assignments, building accelerated pathways from junior to senior roles. In 2026, we plan to replicate this model in our Kosovo operations.



## FAIR EMPLOYMENT PRACTICES

Compensation benchmarking confirms that Astrix pays above market averages, reflected in strong retention rates and low voluntary turnover (approximately 5% non-regrettable). Our benefits programs support whole-person well-being, recognizing that supported employees deliver stronger performance.

## INNOVATION INVESTMENT

In 2025, we invested in digital tools that improve efficiency, AI and machine learning capabilities that convert data into insight, and systems that support sustainable procurement, carbon accounting, and ESG performance tracking.



## LONG-TERM VALUE CREATION

Our long-term approach balances short-term performance with sustainable growth. We prioritize quality over rapid expansion, employee development over cost cutting, long-term client relationships over transactional work, ethical conduct over shortcuts, and investment in sustainability infrastructure over deferral. This strategy positions Astrix for sustained success—creating prosperity for shareholders, employees, clients, communities, suppliers, and all stakeholders connected to our mission.

At Astrix, prosperity means shared value across our ecosystem. Through disciplined growth, responsible supply chain management, innovative client partnerships, and meaningful community engagement, we build economic resilience that benefits all stakeholders while advancing our sustainability mission.

# ABOUT THIS REPORT

## → Chapter 6



Appendices

This second annual report documents Astrix's ESG performance for January 1 through December 31, 2025, across all operations in the United States, Canada, Costa Rica, Brazil, the United Kingdom, and Ireland. Prepared with reference to GRI Standards (GRI 1: Foundation 2021), CDP, CSRD double materiality principles, and GHG Protocol methodology, and developed in partnership with Baseline SD (TNC Consulting LLC) as our official Sustainability Lead since 2023, it reflects our ongoing commitment to transparent, accountable disclosure and year-over-year improvement across all stakeholder groups.

## REPORTING STANDARDS & FRAMEWORKS

This Sustainability Report reflects Astrix’s commitment to transparency and accountability, aligned with internationally recognized reporting standards. Our approach responds to the evolving sustainability disclosure landscape while addressing the expectations of our stakeholders.

### GRI STANDARDS ALIGNMENT

This report has been prepared in reference to the GRI Standards (GRI 1: Foundation 2021), reinforcing our commitment to comprehensive sustainability disclosure. The GRI framework guides how we identify and report material topics, ensuring we clearly communicate the economic, environmental, and social impacts most relevant to our business and stakeholders. A detailed GRI Content Index mapping disclosures to specific GRI indicators is included in the Appendices.

## APPENDICES

### CSRD Preparation & Double Materiality

In preparation for evolving regulatory requirements, we have aligned our reporting approach with the Corporate Sustainability Reporting Directive (CSRD) principles, including the adoption of double materiality methodology. This approach ensures we report not only on how sustainability issues affect our business (financial materiality) but also on how our operations impact people and the environment (impact materiality). Our comprehensive Impact, Risk, and Opportunity (IRO) assessment conducted for each material topic evaluates actual and potential impacts, risks to business continuity, and opportunities for value creation.

### CDP Climate Disclosure

Astrix participates in CDP’s climate change reporting program, reinforcing our commitment to environmental transparency and climate accountability.

### GHG Protocol Methodology

Our greenhouse gas inventory follows the GHG Protocol Corporate Accounting and Reporting Standard, developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). This methodology ensures consistency, accuracy, and comparability across Scope 1, 2, and 3 emissions.

Additional details on our calculation methodology, data sources, and emission factors are provided in the Planet section of this report.

### Materiality-Driven Reporting

This report focuses on the sustainability topics identified as most significant to our business and stakeholders through our materiality assessment process. We prioritize depth over breadth, providing comprehensive disclosure on high-priority topics while maintaining transparency across our broader sustainability agenda.

## REPORTING SCOPE & BOUNDARIES

### Reporting Period

This report covers the period from January 1, 2025, to December 31, 2025. It represents Astrix’s second annual Sustainability Report and reinforces our commitment to consistent, transparent disclosure.

### Geographic Coverage

The report covers all Astrix operations across the United States, Canada, Costa Rica, Brazil, the United Kingdom, and Ireland. It reflects our global footprint and the diverse regulatory, cultural, and market contexts in which we operate, while acknowledging the distinct opportunities and challenges in each geography.

### Operational Inclusion

Our reporting covers both consulting and staffing business lines. Where relevant, we differentiate between these operational models to provide accurate insight into how sustainability is integrated across our service offerings. This approach ensures full representation of Astrix’s business activities and associated impacts.

We track sustainability metrics through integrated data systems that consolidate information from across the organization. Our methodology includes:

- **Primary Data Collection:** Direct measurement of key performance indicators through HR, financial, facility management, and operational systems.
- **Quality Assurance:** Multi-level verification processes to ensure accuracy, completeness, and consistency across reporting periods and geographies.
- **Cross-Functional Collaboration:** Ongoing coordination with Human Resources, Finance, Operations, and Business Development to ensure comprehensive data capture.
- **Continuous Improvement:** Regular evaluation of data processes to strengthen quality, expand coverage, and reduce reliance on estimates.

## DATA QUALITY & VERIFICATION

### Internal Controls

Astrix maintains strong internal controls to ensure the accuracy, completeness, and reliability of the sustainability information disclosed in this report. Our control framework includes:

- Clearly defined roles and responsibilities for data collection, validation, and reporting.
- Standardized templates and protocols to ensure consistency across geographies and business units.
- Multi-stage review processes involving data owners, the sustainability team, and executive leadership.
- Documentation of data sources, calculation methodologies, and key assumptions.
- Ongoing monitoring and spot checks to identify and correct discrepancies

## LIMITATIONS & ESTIMATES

In the interest of transparency, we recognize certain limitations in our current reporting capabilities. Where primary data is unavailable or incomplete, we apply estimation methodologies based on industry standards, peer benchmarks, or historical trends. Areas requiring estimation include:

- Certain Scope 3 emissions categories where supplier-specific data is not yet available, requiring the use of spend-based or industry-average emission factors.
- Workforce data from contractor populations where full demographic information may not be systematically collected.
- Historical comparisons where measurement methodologies or organizational boundaries have changed.

We are working to reduce reliance on estimates through improved data systems and deeper supplier engagement. Where estimates are used, we clearly identify them and disclose the methodologies applied.

## PARTNERSHIP & CONSULTATION

### **Baseline** SD Partnership

This report was developed in partnership with Baseline SD (TNC Consulting LLC), a women-owned sustainability consulting firm with global representation and more than a decade of specialized experience. Since 2023, Baseline SD has served as Astrix's Sustainability Lead, providing strategic guidance, program design, and implementation support across our sustainability initiatives.

#### *Baseline SD's role encompasses:*

- Strategic sustainability program design and roadmap development
- Framework alignment with GRI, CSRD, CDP, and GHG Protocol standards.
- Materiality assessment facilitation and stakeholder engagement strategy.
- Science-Based Targets initiative guidance and validation support.
- Sustainability governance structure development.
- Cross-functional integration and culture change support.
- Reporting framework development and annual report preparation.

This partnership reflects our commitment to leveraging specialized expertise while strengthening internal capabilities to sustain long-term progress.

## Stakeholder Consultation

The content and priorities in this report reflect extensive engagement with key stakeholder groups. Throughout 2025, we engaged employees, clients, investors, assessment organizations, and community partners through surveys, focus groups, one-on-one discussions, and collaborative initiatives. This approach ensures our sustainability strategy addresses the issues most relevant to those who influence and are impacted by our operations. Stakeholder input informed our materiality assessment, shaped strategic priorities, and guided our reporting. We remain committed to strengthening these relationships and expanding dialogue as a core component of our sustainability approach.

### Contact Information

For questions, feedback, or additional information about this report or Astrix's sustainability programs, please contact: [sustainability@astrixinc.com](mailto:sustainability@astrixinc.com). We welcome your feedback and encourage continued dialogue on our sustainability performance and priorities.

## ADDITIONAL RESOURCES

Links to Supplier Code of Conduct, Employee Handbook, sustainability policies, and supplementary materials available on [www.astrixinc.com](http://www.astrixinc.com).

## Forward-Looking Statements

This report contains forward-looking statements regarding our sustainability targets, commitments, and projections. These statements reflect our current expectations based on information available at the time of publication. Terms such as “believe,” “expect,” “intend,” “estimate,” “anticipate,” “plan,” “project,” “target,” “goal,” and “commit” indicate forward-looking statements.

Actual results may differ materially due to factors including:

- Changes in economic, market, or regulatory conditions.
- Evolving stakeholder expectations and sustainability standards.
- Technological developments affecting measurement or reduction capabilities.

- Resource availability and competing organizational priorities.
- External events beyond our control.
- Updates to methodologies, data processes, or strategic direction.

We cannot guarantee that the targets and commitments outlined in this report will be achieved as stated or within projected timeframes. While we remain committed to our sustainability objectives, progress may require adjustments as conditions evolve.

Astrix assumes no obligation to update forward-looking statements except as required by law. Such statements speak only as of the date of this report and should not be unduly relied upon.

This report reflects Astrix’s sustainability performance as of December 31, 2025, and has been prepared in reference to the GRI Standards without external assurance.

## → Appendices

### GRI Content Index

Comprehensive table mapping GRI disclosures to report sections with page numbers (following GRI 1: Foundation 2021 standards).

### GRI INDEX 2025

Reporting Standard: GRI Standards — Prepared with reference to GRI 1: Foundation 2021  
Reporting Period: January 1, 2025 – December 31, 2025  
Organization: Astrix Technology Group  
Sustainability Partner: Baseline SD (TNC Consulting LLC)  
Contact: [sustainability@astrix.com](mailto:sustainability@astrix.com)

#### About This Updated GRI Content Index

This index incorporates all GRI system updates published in 2023, 2024 and 2025, including the three new Topic Standards of greatest impact:  
GRI 101: Biodiversity 2024 (effective 1 January 2026 — replaces GRI 304: Biodiversity 2016)  
GRI 102: Climate Change 2025 (effective 1 January 2027 — replaces GRI 305 & GRI 201-2)  
GRI 103: Energy 2025 (effective 1 January 2027 — replaces GRI 302: Energy 2016)

*The index also includes an analysis of the status of GRI Sector Standards and their applicability to Astrix's business model as a life sciences consulting firm. As of March 2025, no published Sector Standard exists specifically for professional services or life sciences consulting; Astrix should adopt the 'Software & Related Services' Sector Standard when published. All disclosures in the new standards include a materiality and relevance assessment specific to Astrix's business model (remote services, minimal physical footprint, impact primarily in Scope 3 and value chain).*

#### Index Legend:

✓**Active** — Standard currently applicable to the 2025 reporting period  
**Early Adoption (EA)** — Standard published and recommended; not mandatory until 2026 or 2027  
N/A — Disclosure not relevant to Astrix's business model/operations  
**Partial** — Topic addressed in the report but not fully meeting GRI specifications  
**Omitted** — Disclosure not reported; reason specified per GRI 1 Requirement 6

*Light teal rows = early adoption GRI 101/102/103. Gray rows = alternating for readability. Location column includes page reference from the 2025 Sustainability Report PDF.*

| GRI UNIVERSAL STANDARDS 2021   Mandatory foundation for all GRI reports |   |  |  |             |  |
|---|---|--|--|-------------|--|
| GRI Disclosure  | Disclosure Name   | Report Section   | Location   | 2025 Status | Notes, Omissions & Context   |
| <b>GRI 1: Foundation 2021   System Foundation</b>                       |   |  |  |             |  |
| GRI 1   | Foundation 2021   | Methodological basis for the report                                | About Us – p. 4–5  | ✓Active     | Report prepared with reference to the GRI Standards (GRI 1: Foundation 2021). Applies double materiality concept. Omissions justified per Requirement 6.             |
| <b>GRI 2: General Disclosures 2021   Organizational Information</b>     |   |  |  |             |  |
| GRI 2-1   | Organizational details  | About Astrix; Global Operations                                    | About Us – p. 5–8  | ✓Active     | Name: Astrix Technology Group LLC. HQ: Holmdel, NJ, USA. Private company. Founded 1995. Life sciences consulting and staffing services.                              |
| GRI 2-2   | Entities included in sustainability reporting                               | Reporting Scope & Boundaries                                       | About Us – p. 4–5  | ✓Active     | USA ,Canada ,Costa Rica ,Brazil ,UK ,Ireland and 7 EOR countries .Operational control as consolidation approach.   |
| GRI 2-3   | Reporting period, frequency and contact point                               | Reporting Scope & Boundaries                                       | About Us – p. 4–5  | ✓Active     | Jan 1 – Dec 31, 2025. Annual reporting. sustainability@astrix.com.   |
| GRI 2-4   | Restatements of information   | Data Quality & Verification  | About Us – p. 4–5  | ✓Active     | No material restatements. Methodological updates documented where relevant.  |
| GRI 2-5   | External assurance  | External Assessments & Verification                                | Principles of Governance – p. 55   | ✓Active     | EcoVadis; Novata/Quad-C; CDP. No third-party financial audit of sustainability data in 2025.   |
| GRI 2-6   | Activities ,value chain and other business relationships                    | About Astrix ;Sustainable Procurement                              | About Us – p. 5, 9; Prosperity – p. 58–64                                | ✓Active     | Strategic consulting, digital transformation, staffing, and regulatory services in life sciences. Global value chain.  |
| GRI 2-7   | Employees   | Global Operations; Diversity & Representation                      | About Us – p. 7; People-p. 21-22   | ✓Active     | 889 total employees: USA 675 (415 staffing + 260 FTE), Costa Rica 114, Ireland 12, UK 7, Canada 6. EOR in Poland, Italy, India, Germany, France, Argentina, Belgium. |
| GRI 2-8   | Workers who are not employees   | Scientific & Technical Staffing                                    | About Us – p. 9  | ✓Active     | Staffing division workers; EOR arrangements in 7 additional countries; contractor population.  |
| GRI 2-9   | Governance structure and composition  | Leadership, Oversight & Responsible Innovation                     | Principles of Governance – p. 50   | ✓Active     | Board meets quarterly; executive team; AI Ethics Committee; Sustainability Committee.  |
| GRI 2-10  | Nomination and selection of the highest governance body                     | Leadership, Oversight & Responsible Innovation                     | Principles of Governance – p. 50   | Partial     | Partial – governance structure described; formal nomination process not fully detailed.  |
| GRI 2-11  | Chair of the highest governance body  | Leadership, Oversight & Responsible Innovation                     | Principles of Governance – p. 50   | Partial     | Partial – executive/board roles described; chair identity not separately disclosed (private company).  |
| GRI 2-12  | Role of the highest governance body in overseeing the management of impacts | Sustainability Governance Framework; Organizational Accountability | Principles of Governance – p. 52; Prosperity – p. 67                     | ✓Active     | Board oversees sustainability; quarterly Sustainability Committee reviews; annual reporting cycle.   |
| GRI 2-13  | Delegation of responsibility for managing impacts                           | Organizational Accountability                                      | People – p. 16, 17; Planet – p. 37; Principles of Governance – p. 55, 66 | ✓Active     | Sustainability Committee; cross-functional integration: HR, Finance, Operations, BD.   |
| GRI 2-14  | Role of the highest governance body in sustainability reporting             | Sustainability Reporting Evolution                                 | About this report – p. 66  | ✓Active     | Executive review; multi-level QA process; Baseline SD partnership for framework alignment.   |
| GRI 2-15  | Conflicts of interest   | Conflict of Interest Management                                    | Prosperity – p. 53, 57   | ✓Active     | Formal policy; mandatory disclosure requirements; objective decision-making procedures.  |
| GRI 2-16  | Communication of critical concerns  | Speak-Up Culture & Grievance Mechanisms                            | Prosperity – p. 53   | ✓Active     | Ethics Hotline (confidential); open-door policy; monitored reporting channels.   |
| GRI 2-17  | Collective knowledge of the highest governance body                         | AI Committee; Sustainability Governance Framework                  | About Us – p. 4, 12, 14; Principles of Governance – p. 51, 52            | ✓Active     | AI Ethics Committee; 30+ policies reviewed; sustainability leadership capacity building.   |

|  |  |  |  |         |  |
|--|--|--|--|---------|--|
| <b>GRI 2-18</b>  | Evaluation of the performance of the highest governance body | Organizational Accountability                      | About Us — p. 4, 12, 14; Principles of Governance — p. 51, 52                | Partial | Partial — annual reporting cycle and risk scorecard; formal external evaluation not disclosed.   |
| <b>GRI 2-19</b>  | Remuneration policies  | Compensation, Equity & Mobility                    | About this Report — p. 80  | Partial | Partial — pay equity and benchmarking disclosed; board/executive remuneration policy not detailed (private company).   |
| <b>GRI 2-20</b>  | Process to determine remuneration                            | Pay Equity Commitment; GPS Program                 | People — p. 24-25  | ✓Active | Market benchmarking; GPS performance management; role-aligned leveling.  |
| <b>GRI 2-21</b>  | Annual total compensation ratio                              | Compensation, Equity & Mobility                    | People — p. 25-26; About this Report — p. 80                                 | Partial | Not disclosed — private company; commercially sensitive information. Under consideration for 2026.   |
| <b>GRI 2-22</b>  | Statement on sustainable development strategy                | Message from CEO; Our Sustainability Approach      | About Us — p. 4–5, 12–15   | ✓Active | CEO message; 4 Principles Framework: People, Planet, Governance, Prosperity.   |
| <b>GRI 2-23</b>  | Policy commitments   | Sustainability Governance Framework; Human Rights  | People — p.31-32; Principles of Governance — p. 51                           | ✓Active | 30+ standardized policies; Human Rights Directive; Code of Ethics; AI governance policy.   |
| <b>GRI 2-24</b>  | Embedding policy commitments                                 | Sustainability Embedded Into Strategy              | About Us — p. 14–15; Principles of Governance — p. 51                        | ✓Active | Integrated into HR, procurement, client engagement, AI governance, and service delivery.   |
| <b>GRI 2-25</b>  | Processes to remediate negative impacts                      | Human Rights Assessments; Speak-Up Culture         | People — p. 32-33; Principles of Governance — p. 53                          | ✓Active | Country-level assessments; mitigation strategies; Ethics Hotline; grievance mechanisms.  |
| <b>GRI 2-26</b>  | Mechanisms for seeking advice and raising concerns           | Speak-Up Culture & Grievance Mechanisms            | Principles of Governance — p. 53   | ✓Active | Ethics Hotline; open-door policy; HR consultations; listening tours; employee surveys.   |
| <b>GRI 2-27</b>  | Compliance with laws and regulations                         | Regulatory Compliance; Compliance & Safety         | People — p. 34, 35; Principles of Governance — p. 54; Prosperity — p. 60, 62 | ✓Active | Zero incidents; multi-jurisdictional compliance (USA, UK, Ireland, Costa Rica, Canada); GDPR.  |
| <b>GRI 2-28</b>  | Membership in associations                                   | Government Relations & Policy Engagement           | Principles of Governance — p. 57   | ✓Active | World Employment Confederation principles referenced; neutral political position maintained.   |
| <b>GRI 2-29</b>  | Approach to stakeholder engagement                           | Dialogue with our Stakeholders                     | About Us — p. 17-18, People — p. 29-31; Planet — p. 42, 47                   | ✓Active | 50 +human rights interviews across 6 countries +30 ;client ESG assessments; Community Connections Groups ;Costa Rica volunteering pilot.                               |
| <b>GRI 2-30</b>  | Collective bargaining agreements                             | Our Commitment to Human Rights                     | People — p. 32   | N/A     | Not applicable — no collective bargaining agreements in place at Astrix operations.  |
| <b>GRI 3: Material Topics 2021   Process for Determining Material Topics</b> |  |  |  |         |  |
| <b>GRI 3-1</b>   | Process to determine material topics                         | Materiality Assessment: Defining What Matters Most | About Us — p. 16   | ✓Active | Double materiality: impact + financial dimensions. Significance threshold. Periodic review.  |
| <b>GRI 3-2</b>   | List of material topics                                      | What Rose to the Top                               | About Us — p. 16   | ✓Active | Work-life balance, employee engagement, human rights, health & safety, ethics, AI, data privacy, sustainable procurement, carbon neutrality, stakeholder partnerships. |
| <b>GRI 3-3</b>   | Management of material topics                                | Topic sections throughout the report               | About Us — p. 12–18; All chapters  | ✓Active | Management approach disclosed per topic. Strategy, targets and performance disclosed in each section.  |

## GRI SECTOR STANDARDS | Applicability to Astrix's Sector

### Current Status of Sector Standards – Life Sciences / Professional Services

| Sector Standard   | Applicability to Astrix            | Published Sectors (2025)             | Reference                        | Status  |  |
|---|------------------------------------|--------------------------------------|----------------------------------|---------|--|
|   |                                    |                                      |                                  |         | Astrix operates in life sciences consulting and staffing. As of March 2025, GRI has published Sector Standards for: GRI 11 (Oil & Gas), GRI 12 (Coal), GRI 13 (Agriculture/Aquaculture/Fishing), GRI 14 (Mining). The Sector Standard for 'Software and Related Services' and 'Professional Services / Life Sciences Consulting' are on the prioritization list but NOT YET published. Astrix should: (1) monitor publication of the Sector Standard closest to its industry, (2) in the meantime, apply relevant Topic Standards based on double materiality. |
| <b>GRI 11 (Oil &amp; Gas 2021)</b>                              | N/A – no es empresa de O&G         | Sector Standard publicado (ene 2023) | globalreporting.org              | N/A     | Not applicable. Astrix does not operate in oil and gas extraction, production, or distribution.  |
| <b>Software &amp; Related Services</b>                          | Closest to Astrix's business model | In development – no publication date | GRI Sector Program Priority List | Pending | The Sector Standard for Software & Related Services is on the GRI Sector Program's list of 40 priority sectors but does not yet have a publication date. Astrix should adopt this standard when available, as its business model (digital transformation, lab informatics, remote consulting) aligns with this sector.   |
| <b>Financial Services (Banking, Insurance, Capital Markets)</b> | Does not apply directly            | In public consultation (2025)        | GRI Sector Program               | Pending | In public consultation in .2025 Does not apply directly to Astrix ,although some Astrix clients may be in this sector .Monitor for client engagement purposes.   |

## TOPIC STANDARDS – CURRENTLY APPLICABLE (2025) | 200 Series: Economic

### GRI 201: Economic Performance 2016

|                  |  |  |  |         |   |
|------------------|--|--|--|---------|---|
| <b>GRI 201-1</b> | Direct economic value generated and distributed                                | Economic Performance; Economic Resilience  | Prosperity – p. 59, 64                               | ✓Active | Record financial performance in 2025; ESG investments in procurement, compliance, volunteering and digital tools. Specific revenue figures not disclosed (private company). |
| <b>GRI 201-2</b> | Financial implications and other risks and opportunities due to climate change | Climate Risk Integration; Net-Zero Journey | Planet – p. 38, 42; Principles of Governance – p. 54 | ✓Active | This indicator will be replaced by GRI 102-3 to GRI 102-8 in 2027. Physical and transition risks assessed; SBTi targets validated; TCFD integration.                        |
| <b>GRI 201-3</b> | Defined benefit plan obligations and other retirement plans                    | Benefits That Support Our People           | People – p. 26                                       | ✓Active | 401(k); health insurance; disability/life; PTO; LifeConcierge. Defined benefit details not separately quantified.   |
| <b>GRI 201-4</b> | Financial assistance received from government                                  | Government Relations                       | Principles of Governance – p. 57                     | Omitted | Not disclosed – no material government financial assistance reported in 2025.   |

### GRI 204: Procurement Practices 2016

|                  |   |  |                       |         |   |
|------------------|---|--|-----------------------|---------|---|
| <b>GRI 204-1</b> | Proportion of spending on local suppliers | Sustainable Procurement & Supply Chain | Prosperity – p. 60–61 | Partial | Partial – sustainable procurement framework launched in 2025; Supplier Code of Conduct (Nov 2025). Local spend proportion not yet quantified; target: report in 2026. |
|------------------|---|--|-----------------------|---------|---|

### GRI 205: Anti-Corruption 2016

|                  |  |   |  |         |  |
|------------------|--|---|--|---------|--|
| <b>GRI 205-1</b> | Operations assessed for risks related to corruption                      | Anti-Corruption Measures; Risk Management | Principles of Governance – p. 53; Prosperity – p. 60 | ✓Active | Comprehensive Risk Management Scorecard; all operations assessed; zero tolerance policy. |
| <b>GRI 205-2</b> | Communication and training about anti-corruption policies and procedures | Anti-Corruption Measures                  | Principles of Governance – p. 53; Prosperity – p. 60 | ✓Active | Training programs delivered; policy acknowledgment required for all employees.           |
| <b>GRI 205-3</b> | Confirmed incidents of corruption and actions taken                      | Anti-Corruption Measures                  | Principles of Governance – p. 53                     | ✓Active | Zero confirmed corruption incidents in 2025.   |

| GRI 206: Anti-Competitive Behavior 2016  |  |  |  |         |  |
|--|--|--|--|---------|--|
| <b>GRI 206-1</b>   | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices                            | Regulatory Compliance                              | Principles of Governance — p. 54; Prosperity — p. 60, 62 | ✓Active | Zero legal actions for anti-competitive behavior reported in 2025.   |
| TOPIC STANDARDS — CURRENTLY APPLICABLE (2025)   300 Series: Environmental [Note: GRI 302, 304 & 305 in transition — see New Standards section] |  |  |  |         |  |
| GRI 302: Energy 2016 TO BE REPLACED by GRI 103: Energy 2025 — effective 1 January 2027   |  |  |  |         |  |
| <b>GRI 302-1</b>   | Energy consumption within the organization   | Energy Consumption Tracking; 2025 Carbon Footprint | Planet — p. 37, 39–40, 43                                | ✓Active | Scope 2: 2 offices (San José, CR and Holmdel, NJ). Electricity from HVAC and shared services. Monthly tracking. 2024 baseline established.   |
| <b>GRI 302-2</b>   | Energy consumption outside the organization  | Remote Operations; Scope 3 Management              | Planet — p. 37, 40                                       | ✓Active | Energy in home offices (Scope 3); business travel; employee commuting; digital infrastructure assessed.  |
| <b>GRI 302-3</b>   | Energy intensity   | Carbon Accounting Framework; Data Quality          | Planet — p. 39   | Partial | Partial — intensity metric per employee to be finalized with complete 2025 data. Under development.  |
| <b>GRI 302-4</b>   | Reduction of energy consumption  | Improving Operational Efficiency; 2026 Priorities  | Planet — p. 43, 44                                       | ✓Active | Remote-first model eliminates commuting energy; efficiency projects planned for both offices in 2026.  |
| <b>GRI 302-5</b>   | Reductions in energy requirements of products and services   | Sustainable Operations; Service Delivery           | Planet — p. 44   | ✓Active | Remote service delivery; virtual-first collaboration; digital documentation reducing paper and energy.   |
| GRI 304: Biodiversity 2016 REPLACED by GRI 101: Biodiversity 2024 — effective 1 January 2026   |  |  |  |         |  |
| <b>GRI 304-1</b>   | Operational sites owned, leased, managed in, or adjacent to, protected areas                               | Remote Operations: Built for Sustainability        | Planet — p. 37   | ✓Active | Only 2 physical offices: San José, Costa Rica and Holmdel, NJ. Neither in or adjacent to protected areas or high biodiversity value areas.   |
| <b>GRI 304-2</b>   | Significant impacts of activities, products, and services on biodiversity                                  | Remote Operations ;Operational Footprint           | Planet — p. 37   | ✓Active | Minimal impact: remote-first model, no industrial or extractive operations. Two service offices.   |
| <b>GRI 304-3</b>   | Habitats protected or restored   | Sustainable Operations Practices                   | Planet — p. 44   | N/A     | Not applicable — professional services nature with no direct habitat impact. No restoration activities undertaken in 2025.   |
| <b>GRI 304-4</b>   | IUCN Red List species and national conservation list species with habitats in areas affected by operations | Remote Operations                                  | Planet — p. 37   | N/A     | Not applicable — service operations do not directly affect threatened species habitats. Zero Scope 1, no extractive operations.  |
| GRI 305: Emissions 2016 TO BE REPLACED by GRI 102: Climate Change 2025 — effective 1 January 2027  |  |  |  |         |  |
| <b>GRI 305-1</b>   | Direct (Scope 1) GHG emissions   | 2025 Carbon Footprint; SBTi Validation             | Planet — p. 38, 40                                       | ✓Active | Zero Scope 1 GHG emissions. No stationary combustion, no company-owned vehicles. SBTi commitment: maintain zero Scope 1 through 2030. Methodology: GHG Protocol (operational control). |
| <b>GRI 305-2</b>   | Energy indirect (Scope 2) GHG emissions  | 2025 Carbon Footprint; SBTi Targets                | Planet — p. 38–40  | ✓Active | Location-based and market-based methods (GHG Protocol). SBTi target: -42.7% by 2030 vs 2024 baseline. 2 offices. Emission factors: IEA and local utilities.                            |
| <b>GRI 305-3</b>   | Other indirect (Scope 3) GHG emissions   | Scope 3 Emissions by Category; Scope 3 Management  | Planet — p. 38–41  | ✓Active | >95% of total carbon footprint. Categories: purchased goods/services, business travel, employee commuting, upstream transportation. Factors: DEFRA, EPA, ECOMETRICA. 2024 baseline.    |
| <b>GRI 305-4</b>   | GHG emissions intensity  | Carbon Accounting Framework                        | Planet — p. 39–40  | Partial | Partial — intensity metric per employee planned. Final 2025 data pending (noted in report). 2024 baseline will serve as comparison base.   |
| <b>GRI 305-5</b>   | Reduction of GHG emissions   | Supply Chain Decarbonization; Net-Zero Journey     | Planet — p. 41–42  | ✓Active | Net-zero 2030 target (SBTi validated); 90% of suppliers by spend engaged on SBT by 2028; 35% absolute business travel reduction target by 2028.  |
| <b>GRI 305-6</b>   | Emissions of ozone-depleting substances (ODS)  | Remote Operations                                  | Planet — p. 37   | N/A     | Not applicable — zero Scope 1; no refrigeration or ODS-generating equipment at owned facilities.   |

|   |   |   |  |          |   |
|---|---|---|--|----------|---|
| <b>GRI 305-7</b>  | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Remote Operations                                 | Planet – p. 36                                   | N/A      | Not applicable – zero Scope 1; no combustion or industrial processes generating NOx/SOx.  |
| <b>GRI 306: Waste 2020</b>  |   |   |  |          |   |
| <b>GRI 306-1</b>  | Waste generation and significant waste-related impacts                          | Resource Optimization and Waste Reduction         | Planet – p. 43                                   | Partial  | Partial – minimal physical operations; digital-first model reduces waste; no significant waste streams identified. Quantification under development.            |
| <b>GRI 306-2</b>  | Management of significant waste-related impacts                                 | Resource Optimization; Technology Lifecycle       | Planet – p. 41–44                                | ✓ Active | Reuse/recycle initiatives where physical operations exist; technology asset lifecycle management; digital workflows reduce paper waste.                         |
| <b>GRI 306-3</b>  | Waste generated   | Resource Optimization                             | Planet – p. 43                                   | Omitted  | Not quantified. Data collection systems under development. Planned for 2026 report.   |
| <b>GRI 306-4</b>  | Waste diverted from disposal  | Technology Lifecycle; Seeding Labs Partnership    | Planet – p. 43–44                                | Partial  | Partial – equipment reuse via Seeding Labs partnership; technology asset upgrade and reuse programs.  |
| <b>GRI 306-5</b>  | Waste directed to disposal  | Resource Optimization                             | Planet – p. 43                                   | Omitted  | Not quantified. Under development. Planned for 2026 report.   |
| <b>GRI 308: Supplier Environmental Assessment 2016</b>                    |   |   |  |          |   |
| <b>GRI 308-1</b>  | New suppliers screened using environmental criteria                             | Sustainable Procurement ;Supplier Code of Conduct | Planet – p. 40–41; Prosperity – p. 60–61         | ✓ Active | ESG criteria embedded in RFPs; automated scorecard including environmental footprint. Supplier Code of Conduct (Nov 2025) with environmental standards.         |
| <b>GRI 308-2</b>  | Negative environmental impacts in the supply chain and actions taken            | Scope 3 Management; Supply Chain Decarbonization  | Planet – p. 40–42; Prosperity – p. 60–61         | ✓ Active | Tiered risk framework; supplier engagement program: target 80% of Scope 3 emissions covered by 2028; preferred supplier program by 2027.                        |
| <b>TOPIC STANDARDS – CURRENTLY APPLICABLE (2025)   400 Series: Social</b> |   |   |  |          |   |
| <b>GRI 401: Employment 2016</b>   |   |   |  |          |   |
| <b>GRI 401-1</b>  | New employee hires and employee turnover  | People Who Stay: Retention & Stability            | People – p. 21                                   | ✓ Active | Overall retention rate: 82.43% (2025); consulting turnover: 15.67% (vs. 17.76% in 2024); 70 internal promotions   |
| <b>GRI 401-2</b>  | Benefits provided to full-time employees  | Benefits That Support Our People                  | People – p. 26                                   | ✓ Active | Health insurance (MEC); 401(k); life/disability coverage; PTO; LifeConcierge; location-specific benefits for offices with 10+ employees.                        |
| <b>GRI401-3</b>   | Parental leave  | Benefits That Support Our People                  | People – p. 26                                   | Partial  | Partial – paid time off policies described; parental/maternity/paternity leave terms and post-leave return-to-work rates not yet fully disclosed. Target: 2026. |
| <b>GRI 402: Labor/Management Relations 2016</b>                           |   |   |  |          |   |
| <b>GRI 402-1</b>  | Minimum notice periods regarding operational changes                            | Human Rights; Country-Level Assessments           | People – p. 32; Principles of Governance – p. 52 | ✓ Active | Human Rights Directive in place; country-level assessments inform communication practices.  |
| <b>GRI 403: Occupational Health and Safety 2018</b>                       |   |   |  |          |   |
| <b>GRI 403-1</b>  | Occupational health and safety management system                                | Safety First: Protecting Our People               | People – p. 33                                   | ✓ Active | Separate frameworks for consulting (remote/office) and staffing (client sites). OSHA compliance. 100% readiness for client H&S requirements achieved in 2025.   |
| <b>GRI 403-2</b>  | Risk and incidents assessment   | Compliance and Safety Performance                 | People – p. 32-33                                | ✓ Active | Risk identification processes in place; incident investigation procedures being strengthened for 2026.  |
| <b>GRI 403-3</b>  | Occupational health services  | Safety First: Protecting Our People               | People – p. 27-28, 33                            | ✓ Active | Pre-deployment safety training for all client-site employees; annual refreshers; wellness programs supporting physical and mental health                        |
| <b>GRI 403-4</b>  | Employees participation in S&SO   | Safety First: Protecting Our People               | People – p. 20, 28                               | ✓ Active | Employees empowered to report concerns; stop-work authority; shared responsibility culture.   |
| <b>GRI 403-5</b>  | Worker training on occupational health and safety                               | Compliance and Safety Performance                 | People – p. 23, 33                               | ✓ Active | 100% of client-site employees complete required safety training prior to deployment; annual refreshers; role- and site-specific training modules.               |

|   |   |   |  |         |  |
|---|---|---|--|---------|--|
| <b>GRI 403-6</b>  | Promotion of worker health  | Holistic Well-Being; Wellness Programs      | People – p .27-28                        | ✓Active | LifeConcierge (launched 2024); Wellness Committee; Breakthrough mental health program; financial wellness support; flexible remote work model.   |
| <b>GRI 403-7</b>  | Prevention and mitigation of occupational health and safety impacts directly linked to business relationships | Safety First; Client ESG Assessment         | People – p. 34–35; Prosperity – p. 60–62 | ✓Active | H&S requirements included in all client contracts; pre-deployment site safety assessments; client ESG assessments include health and safety criteria   |
| <b>GRI 403-8</b>  | Workers covered by an OHS management system   | Compliance and Safety Performance           | People – p. 21, 33                       | ✓Active | All consulting and staffing employees covered 100% coverage for client H&S requirements achieved in 2025.  |
| <b>GRI 403-9</b>  | Work-related injuries   | Compliance and Safety Performance           | People – p.33                            | ✓Active | TRIR disclosed in report; zero fatalities; metrics meet/exceed OSHA standards; data tracked by business line.  |
| <b>GRI 403-10</b>   | Work-related ill health   | Compliance & Safety; Holistic Well-Being    | People – p. 27-28                        | Partial | Partial – wellness and mental health programs described, occupational illness rate not separately quantified. Planned for 2026 report  |
| <b>GRI 404: Training and Education 2016</b>                           |   |   |  |         |  |
| <b>GRI 404-1</b>  | Average training hours per employee per year  | Strengthening Expertise & Performance       | People – p. 23                           | ✓Active | Average 20 hours/year per employee. Speed-to-productivity measurement  |
| <b>GRI 404-2</b>  | Programs for upgrading employee skills and transition assistance  | GPS Program; Leadership Capability Building | People – p. 23-24                        | ✓Active | GPS program (3 phases: Target, Perform, Review); Career Progression Maps; 4-month Costa Rica development program; succession planning; Kosovo rollout planned for 2026.                                  |
| <b>GRI404-3</b>   | Percentage of employees receiving regular performance and career development reviews                          | GPS Program Evolution                       | People – p. 24                           | Partial | Partial – GPS program described; % of employees receiving formal performance reviews to be quantified in the 2026 report.  |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b>                  |   |   |  |         |  |
| <b>GRI 405-1</b>  | Diversity of governance bodies and employees  | Diversity & Representation                  | People – p .22                           | ✓Active | Women: 43.24% of total workforce; manager-level gender breakdown disclosed; racial/ethnic diversity reported at total and manager level; multi-generational age distribution; 90% hold advanced degrees. |
| <b>GRI 405-2</b>  | Ratio of basic salary and remuneration of women to men  | Pay Equity Commitment                       | People – p. 25                           | ✓Active | Women earn 91 cents for every \$1 earned by men in core operations. Action plan: leadership pipeline development, promotion practices, and compensation reviews. Target: close the gap by 2027.          |
| <b>GRI 406: Non-Discrimination 2016</b>                               |   |   |  |         |  |
| <b>GRI 406-1</b>  | Incidents of discrimination and corrective actions taken.   | Zero Tolerance for Discrimination           | People – p. 33                           | ✓Active | Zero incidents reported in 2025; confidential reporting channels in place; unconscious bias training; inclusive leadership programs.   |
| <b>GRI 407: Freedom of Association and Collective Bargaining 2016</b> |   |   |  |         |  |
| <b>GRI 407-1</b>  | Operations and suppliers where the right to freedom of association and collective bargaining may be at risk.  | Human Rights; Country-Level Assessments     | People – p. 32-33                        | ✓Active | Assessments completed across 6 countries (USA, Canada, Costa Rica, UK, Ireland, Brazil); country-level mitigation strategies developed; no significant risks identified.                                 |
| <b>GRI 408: Child Labor 2016</b>                                      |   |   |  |         |  |
| <b>GRI 408-1</b>  | Operations and suppliers at significant risk for incidents of child labor                                     | Human Rights; Supplier Code of Conduct      | People – p.32–33; Prosperity – p. 60–61  | ✓Active | Human Rights Directive explicitly prohibits child labor; Supplier Code of Conduct requires compliance; country-level assessments reviewed risks – none identified.                                       |
| <b>GRI 409: Forced or Compulsory Labor 2016</b>                       |   |   |  |         |  |
| <b>GRI 409-1</b>  | Operations and suppliers at significant risk for incidents of forced or compulsory labor.                     | Human Rights ;Supplier Code of Conduct      | People – p. 32–33; Prosperity – p. 60–61 | ✓Active | Comprehensively covered in the Human Rights Directive and Supplier Code of Conduct; country-level assessments reviewed forced labor risks – none identified.   |

**GRI 413: Local Communities 2016**

|                  |   |  |                        |         |  |
|------------------|---|--|------------------------|---------|--|
| <b>GRI 413-1</b> | Operations with local community engagement, impact assessments, and development programs. | 2025 Costa Rica Volunteering Pilot; Community Change | Prosperity — p. 59, 63 | ✓Active | Costa Rica pilot: partnership with Banco de Alimentos; expansion to UK, Ireland, USA, and Canada in 2026; programs across all 6 geographies; impact measured by volunteer hours and community reach. |
| <b>GRI 413-2</b> | Operations with significant actual and potential negative impacts on local communities.   | Country-Level Human Rights Assessments               | People — p.32          | ✓Active | No significant negative community impacts identified; country-level mitigation plans in place; Community Connections Groups serve as an ongoing feedback channel.                                    |

**GRI 414: Supplier Social Assessment 2016**

|                  |   |   |                       |         |   |
|------------------|---|---|-----------------------|---------|---|
| <b>GRI 414-1</b> | New suppliers screened using social criteria                  | Supplier Code of Conduct; Supplier Partnerships | Prosperity — p. 60–61 | ✓Active | Social criteria (human rights, fair labor, H&S, diversity) embedded in RFPs and supplier scorecard; Supplier Code of Conduct formally launched November 2025. |
| <b>GRI 414-2</b> | Negative social impacts in the supply chain and actions taken | Sustainable Procurement & Supply Chain          | Prosperity — p. 60–61 | ✓Active | Tiered risk framework; collaborative improvement pathways for supplier capacity building; ongoing supplier engagement program.                                |

**GRI 415: Public Policy 2016**

|                  |                         |   |                                      |         |  |
|------------------|-------------------------|---|--------------------------------------|---------|--|
| <b>GRI 415-1</b> | Political contributions | Government Relations; Political Engagement Disclosure | Principles of Governance — p. 53, 57 | ✓Active | Zero corporate political contributions in 2025; neutral political position maintained; employee personal political activity fully separated from corporate activity. |
|------------------|-------------------------|---|--------------------------------------|---------|--|

**GRI 416: Customer Health and Safety 2016**

|                  |   |   |                                      |         |   |
|------------------|---|---|--------------------------------------|---------|---|
| <b>GRI 416-1</b> | Assessment of the health and safety impacts of product and service categories                 | Safety First; Client ESG Assessment Framework | People — p.33; Prosperity — p. 61-62 | ✓Active | H&S requirements included in all client contracts; pre-deployment site safety assessments; client ESG assessments include health and safety criteria. |
| <b>GRI 416-2</b> | Incidents of non-compliance concerning the health and safety impacts of products and services | Compliance and Safety Performance             | People — p.33                        | ✓Active | Zero non-compliance incidents in 2025; 100% compliance with client H&S requirements achieved.   |

**GRI 418: Customer Privacy 2016**

|                  |  |                                 |                                  |         |  |
|------------------|--|---------------------------------|----------------------------------|---------|--|
| <b>GRI 418-1</b> | Substantiated complaints concerning breaches of customer privacy and losses of customer data | Cybersecurity & Data Protection | Principles of Governance — p. 56 | ✓Active | Zero cybersecurity incidents; zero data breaches in 2025. GDPR compliant via Ametros Group Ltd (official DPO). All processing activities documented. |
|------------------|--|---------------------------------|----------------------------------|---------|--|

**NEW GRI TOPIC STANDARDS 2024–2025 | Early Adoption & Preparation for 2026–2027**

**GRI 101: Biodiversity 2024 | Mandatory effective: 1 January 2026 | Replaces GRI 304: Biodiversity 2016**

**GRI 101 Context: Published 25 January 2024. Effective 1 January 2026. Replaces GRI 304: Biodiversity 2016. Aligned with Kunming-Montreal Global Biodiversity Framework (GBF) and TNFD. 8 disclosures: 3 management (101-1 to 101-3) + 5 topic-specific (101-4 to 101-8). ASTRIX ASSESSMENT: As a remote professional services firm, direct biodiversity impact is low. The 2 physical offices are not in or adjacent to protected areas. However, the standard covers value chain impacts. RECOMMENDATION: Adopt GRI 101 for 2025/2026 report with low materiality justifications where applicable.**

|                  |   |   |   |     |   |
|------------------|---|---|---|-----|---|
| <b>GRI 101-1</b> | Policies to halt and reverse biodiversity loss            | Supplier Code of Conduct; Human Rights; Sustainable Procurement | Planet — p. 37, 41; Prosperity — p. 60; People — p. 32-33, 37 | EA  | EARLY ADOPTION. Astrix can reference its Supplier Code of Conduct (environmental standards) and Human Rights Directive as partial alignment with the GBF Framework. Biodiversity-specific policy pending development for 2026. No-net-loss commitment not yet formalized.     |
| <b>GRI 101-2</b> | Management of biodiversity impacts (mitigation hierarchy) | Sustainable Operations; Resource Optimization; Seeding Labs     | Planet — p. 43–47   | EA  | EARLY ADOPTION. Mitigation hierarchy (avoid → minimize → restore → offset). Astrix remote-first model represents an avoidance strategy. Seeding Labs equipment reuse program represents circular economy (restoration). Formal mitigation framework to be developed for 2026. |
| <b>GRI 101-3</b> | Access and benefit-sharing (ABS)                          | About Astrix; Value Chain                                       | About Us — p. 5   | N/A | Not applicable. Astrix does not use genetic resources or operate under the Convention on Biological Diversity in this context. No access and benefit-sharing activities.  |

|                  |   |   |  |    |  |
|------------------|---|---|--|----|--|
| <b>GRI 101-4</b> | Identification of biodiversity impacts  | Remote Operations; Supply Chain Assessment  | Planet — p. 37, 40-41; Prosperity — p. 60-64   | EA | EARLY ADOPTION. Minimal direct impact (2 service offices). Value chain impact: technology suppliers, lab equipment (via clients). Formal biodiversity assessment of value chain planned for 2026, aligned with Scope 3.  |
| <b>GRI 101-5</b> | Location, size and characteristics of sites with significant biodiversity impacts | Remote Operations: Built for Sustainability | Planet — p. 37                                 | EA | EARLY ADOPTION. Only 2 physical sites: San José, Costa Rica and Holmdel, NJ. Neither in or adjacent to ecologically sensitive areas, Key Biodiversity Areas (KBAs), or protected areas. Local biodiversity impact: negligible.   |
| <b>GRI 101-6</b> | Direct drivers of biodiversity loss   | Remote Operations; Carbon Footprint         | Planet — p. 37, 40                             | EA | EARLY ADOPTION. Direct drivers of biodiversity loss identified: electricity use (indirect via Scope 2), e-waste generation (minimal), business travel (Scope 3). No land-use change, over-exploitation, or introduction of invasive species.   |
| <b>GRI 101-7</b> | Changes in the state of ecosystems due to the activities of the organization      | Remote Operations; Sustainable Procurement  | Planet — p. 37, 44; Prosperity — p. 59, 60, 64 | EA | EARLY ADOPTION. Ecosystem state changes: minimal and of low significance for a services company. No site operates in high biodiversity importance areas. Remote model reduces physical footprint. Ecosystem condition measurement methodology to be developed.                       |
| <b>GRI 101-8</b> | Affected ecosystem services   | Sustainable Operations                      | Planet — p. 44                                 | EA | EARLY ADOPTION. Affected ecosystem services: principalmente carbono (via emisiones Scope 2 y Scope 3) y calidad del aire (indirecto). Sin impacto en servicios de provisión de agua, biodiversidad local o servicios culturales. Evaluación alineada con TNFD planificada para 2026. |

**GRI 102: Climate Change 2025 | Mandatory effective: 1 January 2027 | Replaces GRI 305 & GRI 201-2**

**GRI 102 Context: Published June 2025. Effective 1 January 2027. Replaces GRI 305: Emissions 2016 (305-1 to 305-5) and GRI 201-2. 10 disclosures: 2 topic management (102-1 to 102-2) + 8 topic-specific (102-3 to 102-10). New elements: Climate Transition Plan; Adaptation Plan; Just Transition; Carbon Credits; 1.5°C alignment; Interoperability with IFRS S2. Astrix is well positioned: SBTi validated (Oct 2025), net-zero 2030 target, GHG Protocol carbon accounting. RECOMMENDATION: Early adoption in 2025 report; full readiness for 2027.**

|                  |  |  |  |            |   |
|------------------|--|--|--|------------|---|
| <b>GRI 102-1</b> | Climate transition plan for mitigation               | Our Journey to Net-Zero; SBTi Validation; Supply Chain Decarbonization | Planet — p. 38, 41–42                            | EA         | EARLY ADOPTION. Astrix has SBTi-validated targets (Oct 2025) for Scope 2 (-42.7% by 2030) and Scope 3 (90% supplier coverage by 2028). Formal 1.5°C-aligned transition plan to be developed explicitly for 2026. The 4 Principles strategy + net-zero 2030 constitutes the plan foundation. |
| <b>GRI 102-2</b> | Climate adaptation plan                              | Climate Risk Integration; Business Continuity Planning                 | Planet — p. 42; Principles of Governance — p. 54 | EA         | EARLY ADOPTION. Physical risks assessed (extreme weather events at facilities and clients). Remote-first model as an adaptation strategy. Formal climate adaptation plan with scenario analysis to be developed for 2026.   |
| <b>GRI 102-3</b> | Just Transition — impacts on workers and communities | Human Rights Assessments; Costa Rica Volunteering                      | People — p. 32; Prosperity — p. 63               | EA         | EARLY ADOPTION. Human rights assessments across 6 countries inform just transition risks. Costa Rica talent development program supports communities. Formal Just Transition policy to be developed for 2026 in line with World of Work principles.   |
| <b>GRI 102-4</b> | GHG emissions (Scope 1, 2 and 3)                     | 2025 Carbon Footprint; Carbon Accounting Framework                     | Planet — p. 38–40                                | EA         | EARLY ADOPTION. Zero Scope 1. Scope 2: 2 offices, location-based/market-based methods. Scope 3: >95% of total footprint, multiple categories. Full GHG Protocol alignment. IFRS S2 equivalence for Scope 1-3 recognized by GRI (joint statement June 2025).                                 |
| <b>GRI 102-5</b> | GHG emissions reduction targets                      | SBTi Validation; Supply Chain Decarbonization Goals                    | Planet — p. 38, 41                               | EA         | EARLY ADOPTION. SBTi-validated targets: Scope 2 -42.7% by 2030; Scope 3: 90% suppliers to spend with SBT by 2028; 35% absolute business travel reduction by 2028. Net-zero by 2030.   |
| <b>GRI 102-6</b> | GHG emissions intensity                              | Carbon Accounting Framework  | Planet — p. 38–39                                | Partial EA | Early adoption — partial. Intensity metric per employee under development; complete 2025 data pending. To be reported in 2026.  |
| <b>GRI 102-7</b> | GHG removals   | Net-Zero Journey; Carbon Accounting                                    | Planet — p. 42                                   | EA         | EARLY ADOPTION. Astrix is exploring removal strategies for residual emissions after deep reductions. No carbon credits used in 2025. Carbon credit/removal policy to be formalized for 2026.  |
| <b>GRI 102-8</b> | Carbon credits                                       | Net-Zero Journey   | Planet — p. 42                                   | EA         | EARLY ADOPTION. Zero carbon credits used in 2025. Policy on credit usage on the path to net-zero to be formally documented before implementation.   |

**GRI 103: Energy 2025 | Mandatory effective: 1 January 2027 | Replaces GRI 302: Energy 2016**

**GRI 103 Context: Published June 2025. Effective 1 January 2027. Replaces GRI 302: Energy 2016. 5 disclosures: 1 management (103-1) + 4 topic-specific (103-2 to 103-5). New elements: Energy policy aligned with 1.5°C; upstream/downstream energy (value chain); intensity with targets; reductions by cause. Developed in tandem with GRI 102. RECOMMENDATION: Early adoption in 2025 report. Astrix has strong foundations: Scope 2 tracking, remote model as energy efficiency, SBTi for Scope 2.**

|                  |  |   |                       |            |   |
|------------------|--|---|-----------------------|------------|---|
| <b>GRI 103-1</b> | Energy policies and commitments                                | Climate Action & Carbon Accountability; 2026 Environmental Priorities | Planet — p. 38, 46–47 | EA         | EARLY ADOPTION. Energy policies implicit in climate strategy (SBTi Scope 2, office efficiency, remote model). Explicit formal energy policy aligned with 1.5°C to be developed for 2026. Renewable energy assessment underway for both offices.                                       |
| <b>GRI103-2</b>  | Energy consumption and self-generation within the organization | Energy Consumption Tracking; 2025 Carbon Footprint                    | Planet — p. 39–40, 43 | EA         | EARLY ADOPTION. Electricity from 2 offices (San José CR + Holmdel NJ) disaggregated by renewable and non-renewable sources. No self-generation in 2025. Renewable energy evaluation project underway. Final 2025 data pending.  |
| <b>GRI 103-3</b> | Upstream and downstream energy consumption                     | Remote Operations; Scope 3 Management; Supply Chain                   | Planet — p. 37, 40–41 | EA         | EARLY ADOPTION. Upstream energy: home offices of 889 employees (Scope 3 commute/homeworking), supplier energy (purchased goods/services). Downstream energy: client facilities where Astrix operates (partially covered in Scope 3). Measurement methodology to be refined.           |
| <b>GRI 103-4</b> | Energy intensity   | Carbon Accounting Framework; Data Quality                             | Planet — p. 39        | Partial EA | Early adoption — partial. Energy intensity ratio per employee (kWh/FTE) under development. Final 2025 data pending. Target: publish for 2026 report with 2024 base year.  |
| <b>GRI 103-5</b> | Reduction in energy consumption                                | Improving Operational Efficiency; 2026 Priorities                     | Planet — p. 43, 46    | EA         | EARLY ADOPTION. Reductions from remote model (elimination of commuting); digital infrastructure optimization; office efficiency planning. Formal breakdown of reductions by cause/initiative to be developed for 2026. Target: 25% improvement in facility energy efficiency by 2028. |

## Notes on Omissions – GRI 1: Foundation 2021 Compliance (Requirement 6)

The following notes explain the reasons for partial or omitted disclosures, per GRI 1 Requirement 6:

**Confidentiality / Private Company Status:** GRI 2-21 (annual total compensation ratio), GRI 201-1 (specific revenue figures) and GRI 201-4 (government assistance) are not disclosed due to Astrix's private company status. This information is commercially sensitive and not required by applicable regulatory frameworks at this time.

**Not Applicable:** GRI 305-6 and 305-7 are not applicable given zero Scope 1 and absence of industrial operations. GRI 2-30 (collective bargaining) is not applicable – no collective bargaining agreements at Astrix. GRI 101-3 (ABS) is not applicable – Astrix does not use genetic resources.

**Data Under Development:** GRI 306-3/5 (waste quantities), GRI 302-3/103-4 (energy intensity), GRI 401-3 (detailed parental leave), GRI 403-10 (occupational illness rate), GRI 404-3 (% performance review coverage) are being developed for the 2026 report.

**Information Unavailable:** Certain Scope 3 supplier-specific emissions (GRI 305-3 / 102-4) rely on spend-based estimates where primary supplier data is not yet available. Target: 25% supplier-specific data coverage by end of 2026.

**Partial Disclosures:** Where 'Partial' is indicated, the topic is substantively addressed in the report but does not yet fully satisfy GRI quantitative or methodological requirements. These are priority items in Astrix's disclosure improvement roadmap.

**GRI Standards Transition: 302→103, 305→102, 304→101:** GRI 302 (Energy 2016), GRI 305 (Emissions 2016) and GRI 304 (Biodiversity 2016) remain the mandatory standards for the 2025 report. GRI 103 (Energy 2025) and GRI 102 (Climate Change 2025) are mandatory from 1 January 2027; GRI 101 (Biodiversity 2024) from 1 January 2026. Both sets – currently active and early adoption – are included to proactively position Astrix in the evolving GRI system.

*Astrix is committed to the continuous improvement of its GRI disclosures, with the goal of expanding quantitative data, third-party verification, and topic-specific disclosure depth in successive reporting cycles. The early inclusion of GRI 101, 102 and 103 reflects Astrix's leadership in sustainability transparency within the life sciences services sector.*



Sustainability Report 2025  
Innovating for Sustainable  
Value

**Published May 18th, 2026.**

Credits:  
Developed in partnership with  
Baseline SD  
[www.baselinesd.com](http://www.baselinesd.com)  
All rights reserved Astrix  
Technology Group



**People**  
**Planet**  
**Principles of Governance**  
**Prosperity**