

# ENVIRONMENTAL, SOCIAL AND ETHICAL GOVERNANCE AT STARLIMS AND LABSTEP

At STARLIMS and Labstep (collectively, “STARLIMS”), we embrace our role in a myriad of communities and relationships – with our employees, with our customers, with our contractors, with our vendors, with the laws, regulations and standards that apply to us, and broadly, as a player within the global community. As such, we meaningfully incorporate environmental stewardship, social responsibility, and ethical governance into our business operations. Please keep on reading to learn more.

## 1 STARLIMS and the Environment

The global average temperature has increased dangerously since the late 19th century, with the past decade being the warmest on record. Atmospheric CO<sub>2</sub> concentrations are at their highest levels in over 800,000 years, surpassing 420 parts per million (ppm) in 2023. (Source: NOAA).

The Greenland ice sheet is losing approximately 280 billion tons of ice per year, contributing to rising sea levels, and the rate of extreme weather events has increased dramatically. We all have roles to play in combatting the environmental crisis. Here is how we do it at STARLIMS.

## 1.1 Through Our Product:

- 1.1.1 We are motivated by the knowledge that our core product enables our customers to comply more easily with key environmental regulations and standards, track public health epidemics, develop new treatments, make safe products, and significantly reduce paper usage.
- 1.1.2 We use Amazon Web Services (“AWS”) to power our SAAS and hosted solutions for our customers. AWS is the world's largest corporate purchaser of renewable energy, with a global portfolio exceeding 20 gigawatts of renewable energy capacity. In addition, in July 2024, Amazon announced it had met its 100% renewable energy goal seven years ahead of schedule through direct real-time use of renewable energy and offsets through renewable energy credits. Our Cloud Operations team monitors our AWS carbon footprint, by geography and by services.

## 1.2 In Our Operations

- 1.2.1 STARLIMS’ operations are powered by Microsoft, a global climate leader. Microsoft has committed to becoming carbon negative by 2030, meaning it plans to remove more carbon than it emits across its entire value chain, and by 2050, Microsoft pledges to remove all carbon it has emitted since its founding in 1975. It has invested \$1 billion in a Climate Innovation Fund to support technologies for carbon removal, waste reduction, and water conservation. It regularly publishes detailed sustainability reports tracking its progress toward these goals. Our Cloud Operations and Information Technology teams track our own carbon emissions within Azure, providing us with important insights into our environmental impact.
- 1.2.2 Business travel accounts for approximately 2% of total global carbon emissions, according to studies by organizations such as the Global Business Travel Association. At STARLIMS, we offer a remote-first work environment for the majority of our employees and evaluate requests for air travel on a need-only basis. A single round-trip flight from New York to London generates approximately 1 ton of CO<sub>2</sub> per passenger, which is nearly the same as the annual emissions of an average person in some developing countries, so we’re proud to encourage less harmful methods of connection and collaboration.

## 2 Social Responsibility at STARLIMS

At STARLIMS, we know that we can best serve our customers when we best serve our employees. That’s why we’re committed to:

- Providing our employees with comprehensive mental and physical health benefits and resources, family-supportive programs, competitive retirement savings contributions, and flexible paid time off policies tailored to local markets.
- Empowering employees to shape their work environment with executive support and funding for resource groups. In our most recent engagement survey, 90% felt comfortable bringing their authentic selves to work.

- Fostering a diverse and equitable workforce, through policies, inclusive recruitment, pay equity and advancement opportunities, and diverse senior leadership representation. We benchmark our progress against similarly capitalized companies and are proud to overperform industry standards in key areas such as hiring, leadership diversity, and pay equity.
- Building community, within STARLIMS, and with the communities around us, through various activities and initiatives.
- Upholding fair labor practices and ensuring safe working conditions across all countries where we operate.

### 3 Ethical Governance at STARLIMS

Ethical conduct is a fundamental value at STARLIMS, exemplified by our Code of Conduct and Global Compliance Policy. We prioritize transparency in our communications with stakeholders and engage an independent third-party firm to manage our Ethics Hotline and an independent firm to ensure that each of our entities operates in compliance with applicable law, regulation and reporting requirements. We routinely ensure that our contractors, including distributors, operate in accordance with our Code of Conduct and applicable law.

STARLIMS upholds the highest standards of integrity, because doing what is right is not just good business—it is the foundation of a sustainable future.