

BIOSPECTRA

Sustainability Program - A Start

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Corporate Vision, Mission, Values



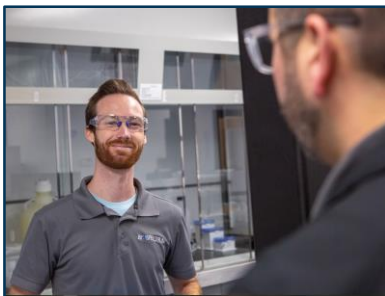
Vision

Committed to be a **leading manufacturer** of pharmaceutical ingredients that support **safe** drugs and vaccines that deliver **consistent, reliable therapeutic effect** with every dose



Mission

To manufacture the **highest quality, safest and sustainable** Pharmaceutical ingredients under the supervision of the **most rigorous** quality system while upholding the **most stringent** compliance standards



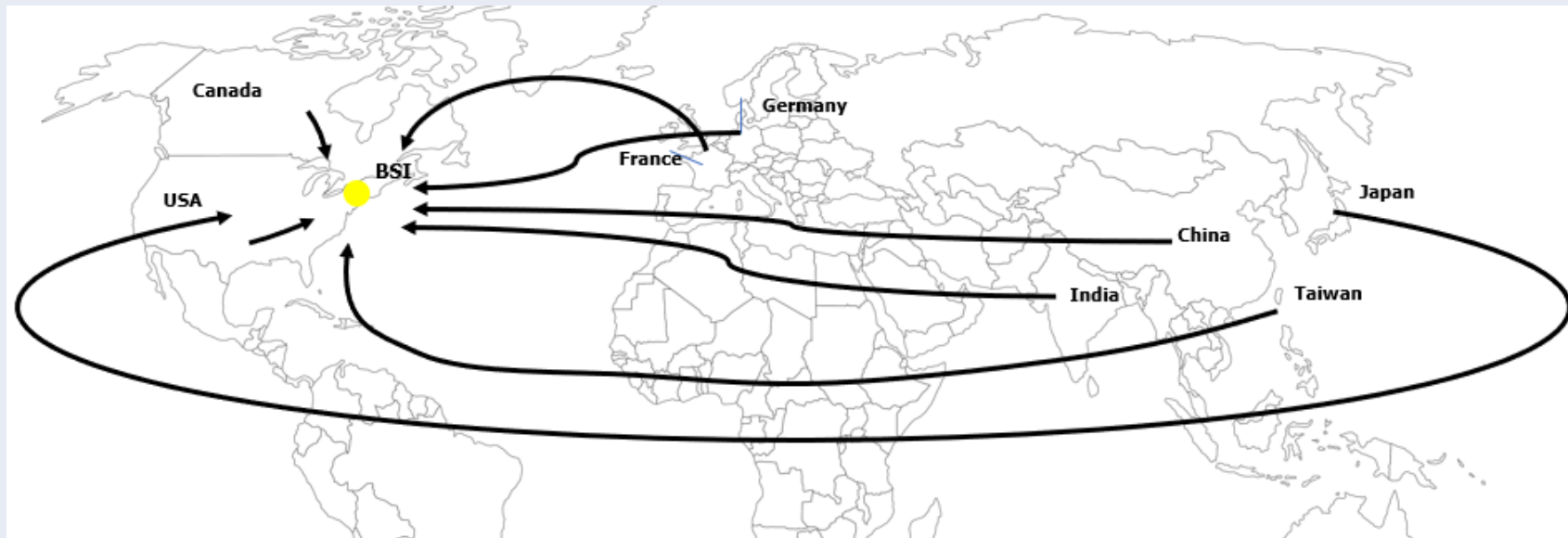
Values

Honesty / Integrity / Respect / Safety / Sustainability
BioSpectra rigorously upholds uncompromised standards because...
“people matter”

Sustainability and Supply Chain Security

Sustainability

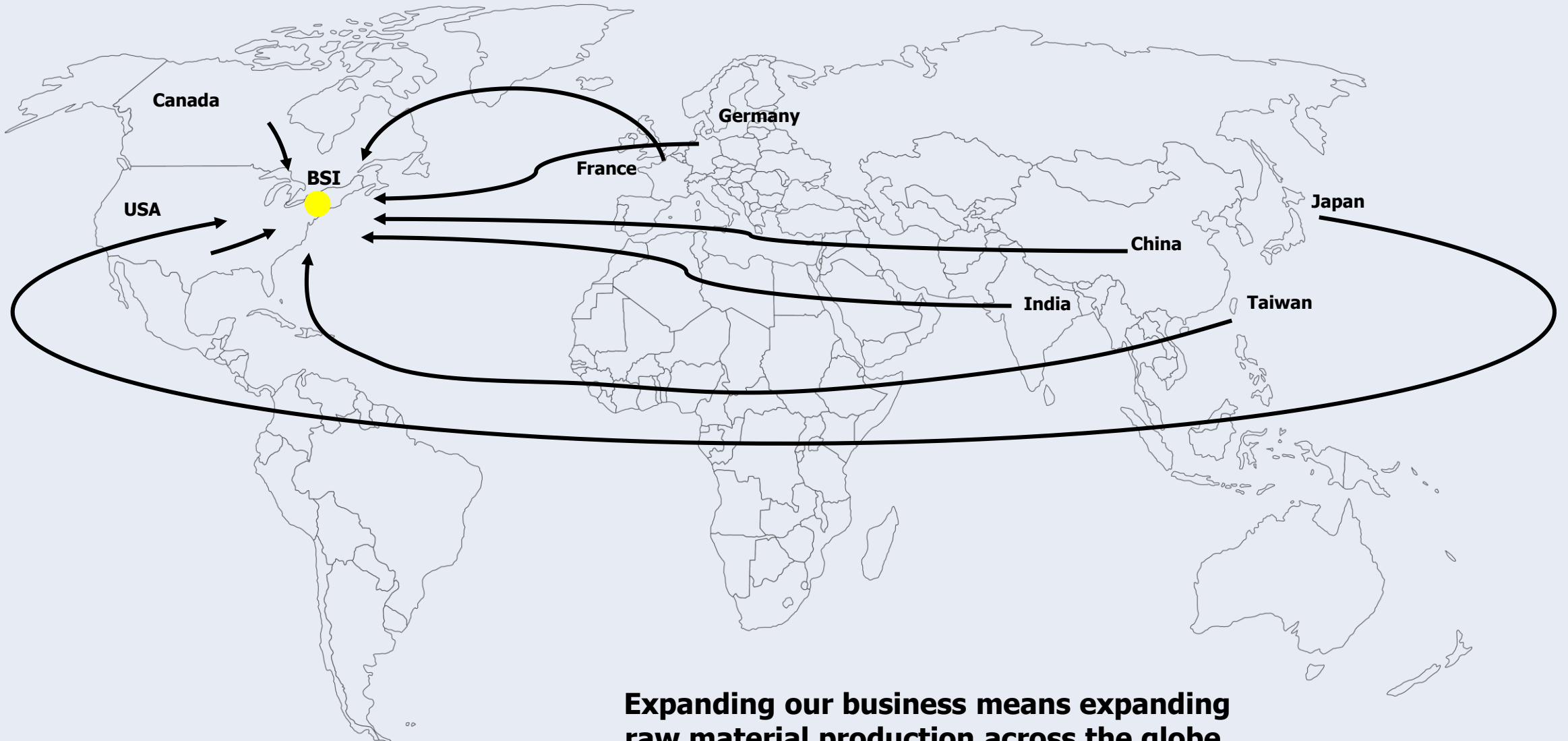
BioSpectra is committed to the ideals of Sustainability and had launched a three-year thirty million dollar capital investment program to help achieve these goals. We are currently working on an external program that will be made available on our website and we have registered with ECOVADIS and are currently working through the review process which will be made available to Key Accounts.



Supply Chain Security

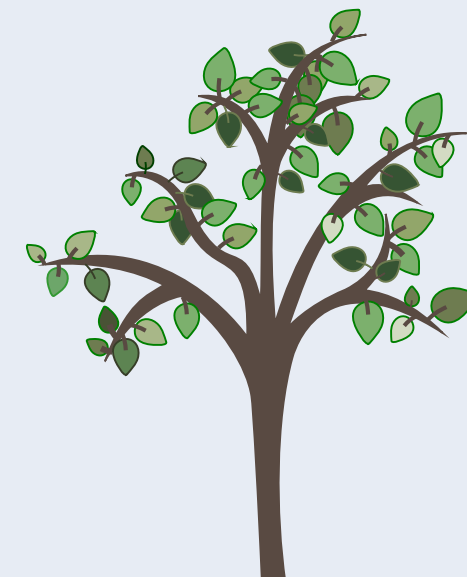
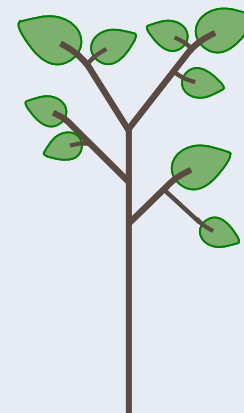
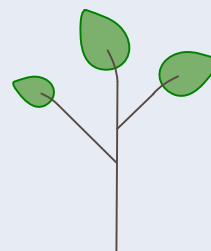
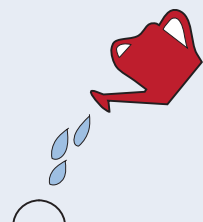
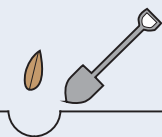
BioSpectra is fundamentally committed to the ideals of Supply Chain Security. We prosecute an aggressive raw material supplier qualification program. Our Quality Program is posted and available on our website. We take very seriously the global supply-chain situation assessing and reacting to threats with real solutions. BioSpectra is in its second year of actively expanding our raw material supply base to other regions of the world for any raw material or intermediate that is currently sole sourced in China.

Countries that Produce Raw Materials for BSI



Expanding our business means expanding raw material production across the globe.

Our Company Growth



1993- The BioSpectra Organization was created on December, 26, 1993 and operated at the original site in Sciota, PA.

1995- BioSpectra Inc. (BSI) was incorporated in Pennsylvania, USA on September, 15, 1995

2001- BSI committed to opening the Stroudsburg, Rockdale Lane facility, the first U.S production site fully dedicated to re-purified GMP Buffers.

2006- BSI created BioBuffer Solutions Brand to support the need for upstream materials to our critical customers.

2011- BSI acquired the much larger facility in Bangor, PA. Here to expand manufacturing and expand our portfolio of GMP Pharmaceutical Process Fine Chemicals, Excipients and API's

2019-2020- BSI acquired several other local properties to house external services such as Fleet for cars and trucks, buildings and ground equipment and non-controlled storage

2021- BSI opened the Corporate Services Center in Wind Gap, PA in April of 2021

2023- In January of 2023 BSI opened the 60,000 sq. Ft. GMP storage facility at 3rd Street Stroudsburg, PA.

What's next?- BSI is busy working to expand our manufacturing footprint overseas as well. In 2024/2025 BSI plans to open another 80,000 sq. Ft. facility adjacent to our GMP Storage Facility to house our expanding analytical services and automated packaging operations and so much more!



Bangor PA, Majestic Way Plant:

Bulk Manufacturing Facility & Head Corporate Offices:
Administration, Regulatory Affairs, Quality Assurance &
Control

Address: 100 Majestic Way, Bangor, PA 18013
Staff: 125+ Employees | Site: 150,000+sq. ft. on 37+
Acres



Stroudsburg, PA Warehouse

Shipping and Receiving & Security HQ
Address: 3rd Street, Stroudsburg, PA 18360
Staff: 20+ Employees | Site: 60,000+sq. ft. on 2+
Acres



Concept Photo

AMES Building, Stroudsburg, PA

Analytical Services and Automated Packaging Operations
Address: 3rd, Street Stroudsburg, PA 18360
Staff: XX Employees | Site: 80,000+sq. ft. on x+ Acres

Facility Profile

Overall

Facilities: 343,000 sq. ft. 52+ Acres
4 Campuses in PA and 1 NY
Staff: 300+ Employees

More Info: www.biospectra.us



Stroudsburg PA, Rockdale Lane Plant:

Bulk Manufacturing Facility, Quality Assurance & Control
Address: 1474 Rockdale Lane, Stroudsburg, PA 18360
Staff: 50+ Employees | Site: 25,000+sq. ft. on 3+ Acres



Rensselaer NY, University Place Facility:

R&D Kilo-Scale GMP Manufacturing
Address: 11 University Place, Rensselaer, NY
1214
Staff: Growing | Site: 10,000+sq. ft.



Wind Gap PA, Jacobsburg Road Facility:

Commercial, IT, HR, Finance & Training Center
Address: 1349 Jacobsburg Road, Wind Gap, PA 18091
Staff: 30+ Employees | Site: 25,000+sq. ft. on 2+ Acres

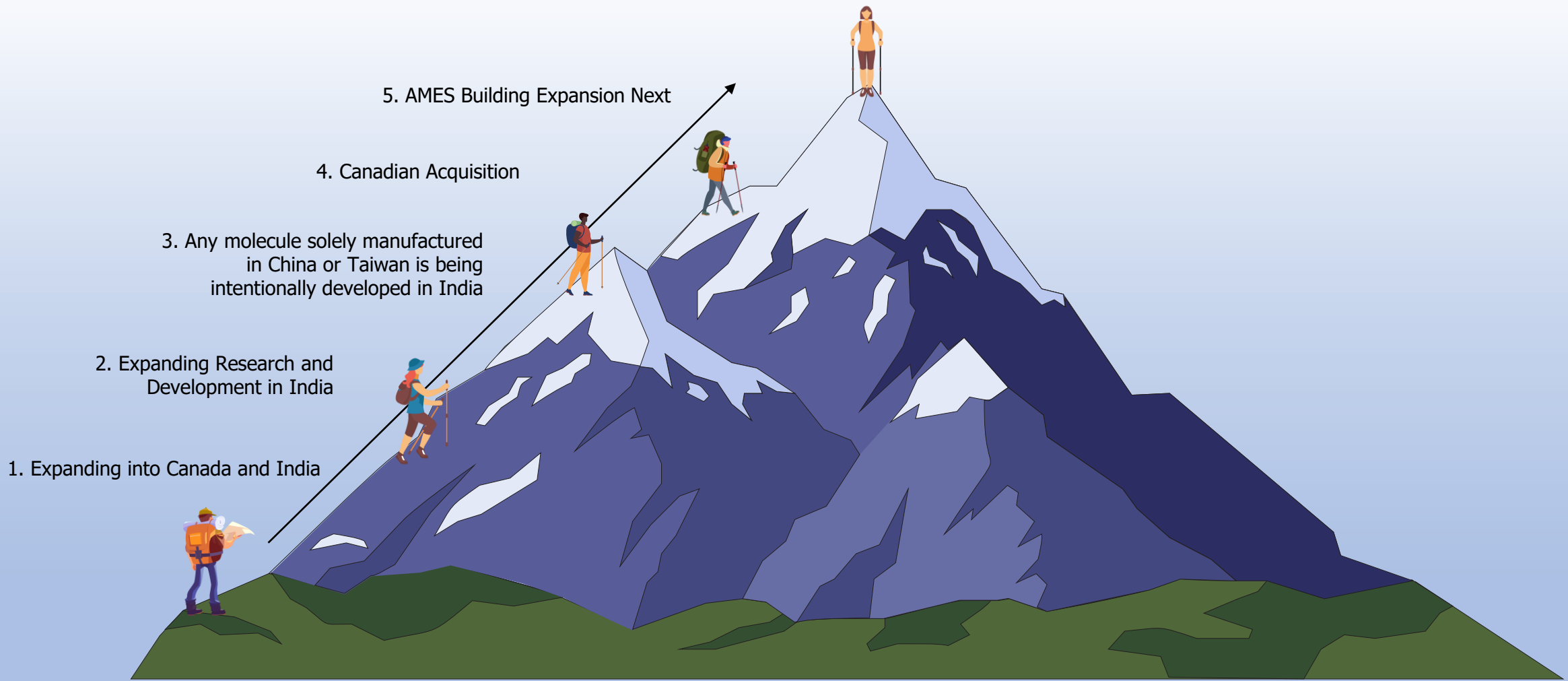


Dextran Products

Address: Comstock Road, Toronto, Ontario, Canada M1L 2H5
Staff: XX Employees | Site: XX. ft. on X Acres

With Great Growth, Comes Great Responsibility to Increase Our Security of Supply of Raw Materials

It is an Uphill Climb



Sustainability Plan Rollout

	Q1 3/31/2023	Q2 6/30/2023	Q3 9/30/2023	Q4 12/31/2023	Q5 3/31/2024	Q6 6/30/2024	Q7 9/30/2024	Q8 12/31/2024	Q9 3/31/2025	Q10 6/30/2025	Q11 9/30/2025	Date Closed		Q1 3/31/2023	
I: Organizational Excellence														IV: Operational Excellence	
Business Continuity Plan	BCP Review and Book of Books Introduction and Preparation	Draft BCP Crisis Mgmt., Disaster Recovery and Business Continuation	Approve and Upload of information for Book of Books	Review and Simulate BCP elements	Complete Required Actions post Simulation	Review and Close all Action items from Simulation of BCP	Annual Review Complete BCP and Book of Books- Verification of Roles	Completion of all actions from Review of BCP and Book of Books	➡	➡	Annual Review Complete BCP and Book of Books- Verification of Roles			100% Sustainably Renewed Buildings	Implement Approved Program for Renewal
Succession Plan	President Prepares Plan concept	President meets with Sr. Leadership discuss Plan and deliverables	Sr. Leadership provide deliverables to President	Draft Plan reviewed by Senior Leadership and President	Succession Plan submitted for legal review	First Succession Plan published and stored in safe.	Plan reviewed with Key Financial partners (Banks)	Succession Plan tested in multi-day activity	➡	Succession Plan annual review by Senior Leadership	➡			100% of space will be compliant to our four levels of classification	Develop Air Classification Program and guidelines
100% Validated and Implemented ERP/MRP	Complete Execution of SAGE Validation	Completion of all Follow up Actions for Full Use of Sage	Full Implementation of Sage across all BioSpectra facilities and BDI	Elimination of All Paper based Inventory Management	Integration with MasterControl	Next Phase ERP/MRP Management and Integration with Work Centers	Validation of Integrations and Next Phase actions	➡	➡	➡	➡			100% Uniform and standardized workspaces, break areas and offices	➡
Human Development Plan	21 Job Categories Defined across Organization	Regional/State assessment of Employee Benefits completed	Regional/State assessment of Skill/ Responsibility to pay completed	Roles, Responsibilities and Behaviors defined for all 21 Job Categories	Roles, Responsibilities and Behaviors added to each Job Description	updates recommended provided to Senior Leadership for action.	Propose touch screen system for function-responsibility	➡	Launch Touchscreen version of data	Build/Maintain policies and SOPs in paper and electronic format	➡			Property beautification at every facility completed	➡
II: Quality Excellence														V: Environmental Excellence	
100% Validated and implemented Digital QMS	Validation of eBr and execution of first batch record- Rockdale lane	Validation of FBS forms and implementation across all BioSpectra	Creation of all eforms for implementation of electronic QMS	Launch FBS and eforms across all BioSpectra facilities	Develop upgrade management for electronic QMS records	Validation integration of QMS with other electronic GMP systems	Transition creation of forms to QS	Continuous Verification of Validation status for all electronic GMP Systems	➡	➡	➡			Dust Collection/Cyclone Upgrade Program	Assess all Cyclones and Dust collection systems in the Organization
100% Validated and Implemented LIMS	Master Data Upload and Training	Configuration/URS and FRS with Development Use	Start Validation of LIMS	Method, SOP and product code linking into LIMS	End of Validation and first CoA issuance from LIMS	Fully electronic Laboratory Notebooks across all BioSpectra Organization	➡	➡	➡	➡	➡			Commercial Recycling program implemented	Assess Recyclable materials being discarded around the Organization
Expansion of Data Integrity and Quality Programs	Develop and train on paper record archive and upload plan	Quality Programs launch - Implement ICH Q10 principles	Verify GAMP compliance across all computerized systems	Closure of open CAPAs beyond the 18 month issuance date	Completion of paper record upload with true copy- Site Paper Retention= 18 mos	Complete Computer System Validation for all electronic GMP systems	Enforce Quality program ICH Q10 and Data Integrity across all GMP Systems	Continuous Improvement and Audit Program for Compliance	Implement robust electronic systems upgrade program	Verify Discrepancy and CAPA reduction new Quality Program	Closure of open CAPAs beyond the 12 month issuance date			Solid Waste Reduction program implemented	Build Report for Solid Waste data collection for all sites for past three years
Buildout of New Laboratory	Propose technologies and headcount for new lab with suggested space requirements	Finalize plan for submission to Borough for approval	Order casework and long lead-time materials	Start Office and space buildout	Install Utilities	Install casework/hoods	Install furniture	Install Instrumentation / Notify customers	Qualify/Validate Instrumentation	Train team onsite and move staff to the new facility	Transfer testing to new laboratory			Liquid Waste Reduction Program implemented	Build Report for Liquid Waste data collection for all sites for past three years
III. Manufacturing Excellence														VI: Sustainability Excellence	
100% Validated and implemented EBR's	Execute eBr template for first electronic Batch Record Launch	Continue Template creation across BioSpectra Rockdale lane Facility	Build templates for eBr at Majestic Way facility and BDI	Conversion of all batch records to electronic format in Rockdale Lane facility	Transfer of eBr template creation responsibility to manufacturing division	Majestic Way facility launching of converted to EBR's	Majestic Way facility fully converted to EBR's	➡	➡	All BioSpectra facilities fully converted to eBr and eBr creation team established	➡			Vertically Integrated HCl Gas/Liquid supply	Install HCl Generator Tower
30 Days Critical Product Inventory	Establish list of Critical Products and current Annual volumes	Propose equipment expansions/additions necessary to meet objective	Establish History of sales by package configuration	Minimum 30 days volume of Finished Tris in Inventory	Minimum 30 days volume of Tris HCl in Inventory	Minimum 30 days volume of MOPS in Inventory	Minimum 30 days volume of Guanidine HCl in Inventory	Minimum 30 days volume of NaOH in Inventory	Minimum 30 days volume of all API's in Inventory	Minimum 30 days volume of all Critical Products in Inventory	➡			100% Energy Efficient HVAC Systems	Build plan to replace every HVAC system in the organization to new standard
100% Qualified Equipment and Validated Systems	Organizational Qualification and Validation program created and approved	Team formed, staffed and trained	➡	University Place Completed	➡	Rockdale Lane Completed	➡	➡	➡	Majestic Way Completed	➡			Unified and expandable Utilities at each site	Propose plan to Senior Leadership Team
Spray Drying Technology Expansion	Establish Spray Drying Expansion Plan	Qualified materials from the Model 1's at University Place	Commercial Material from Model 32#1	Qualification of Model 50	Commercial Material from Model 50C22	Commercial Material from Model 32#2	Validated Materials from both Model 1 Units at University Place	➡	All Nitrogen Spray Dryers Validated	All Nitrogen Spray Dryers Commercially producing material	➡			Inter-site Supply Chain Management Program	Fully Operational McConnel Street #3 facility

Sustainability Plan Rollout

Q2 6/30/2023	Q3 9/30/2023	Q4 12/31/2023	Q5 3/21/2024	Q6 6/30/2024	Q7 9/30/2024	Q8 12/31/2024	Q9 3/31/2025	Q10 6/30/2025	Q11 9/30/2025	Date Closed
Complete Jacobsburg Road Renewal Plan	➔	Complete University Place Renewal Plan	➔	Complete Rockdale Lane Renewal Plan	➔	Complete Majestic Way Renewal Plan	➔	Complete Murray Street Renewal Plan	➔	
➔	Measure quality of air in every zone/area of Organization	Develop plan for necessary changes	➔	Order balance of HVAC equipment	➔	Installations complete at Jacobsburg Road and Rockdale Lane	➔	Installations Complete at Majestic Way and Murray Street	Installations complete at McConnell Street	
New design complete at Jacobsburg Road	➔	New design complete at University Place	➔	New design complete at Stroudsburg	➔	New design complete at Majestic Way	➔	All office locations complete	➔	
Jacobsburg Road Complete	Rockdale Lane Complete	➔	➔	Murray Street Complete	Majestic Way Complete	➔	➔	191 Property Complete	➔	
Assess 2025 and 2030 Dust Collection CFM Needs	Design single or multi point Dust Collection system	➔	Order new dust collection systems for Rockdale lane and Majestic Way	➔	Install core Dust collection systems with Cyclones at Rockdale Lane	➔	Install core Dust collection systems with Cyclones at Majestic Way	Add Dust collection and Cyclones where possible at University Place	Verify compliance to objectives & Remove old systems	
Qualify all potential recyclables	Propose plan for reduction of waste by Recycling materials currently being discarded	➔	➔	Implement plan for Recycling at Majestic Way	Implement plan for Recycling at Rockdale Lane	➔	Implement plan for Recycling all other Organizational sites	Document, with annual updates, benefits/outcomes of recycling plan	Add recycling benefits/outcomes to annual updates	
Collect, verify, assemble and format all data for Senior Leadership Review	Formulate objectives for Solid Waste reduction for each facility	Establish format for tracking of Solid Waste by Kg of output and by headcount	Implement plan at each facility	➔	Update Strategic Plan with current data	➔	Assess year-one outcome and build standards for future years with goals.	➔	➔	
Collect, verify, assemble and format all data for Senior Leadership Review	Formulate objectives for Liquid Waste reduction for each facility	Establish format for tracking Liquid Waste by Kg of output and by headcount	Implement plan at each facility	➔	Update Strategic Plan with current data	➔	Assess year-one outcome and build standards for future years with goals.	➔	➔	
Build and test HCl Generator	Qualify/Validate HCl Generator	Build necessary gas distribution system within the Majestic Way facility	Add Generated Gas to Zone N	Qualify 21% cGMP HCl liquid	Develop an internally synthesized reverse Acid/Base manufactured product.	Qualify a Liquid HCl Product	Validate a Liquid HCl generated product	Fully commercialized HCl Gas and Liquid vertically integrated system complete	➔	
Place orders for phase 1 systems	Complete McConnell Street #3	Complete Jacobsburg Road	➔	Complete Rockdale Lane	➔	Complete Majestic Way	➔	Complete Murray Street	➔	
Senior Leadership Team Approval of Plan	Build site for Unified Utilities at Majestic Way	Install updated Heating, Chilling and Steam Systems at Majestic Way	Build utility Blending systems for each process suite at Majestic Way	Qualify Majestic Way Heating, Chilling and Steam Systems	➔	Build site for Unified Utilities at Rockdale Lane	Install Heating, Chilling and Steam Systems at Rockdale Lane	Build utility Blending systems for each process suite at Rockdale Lane	Qualify Rockdale Lane Heating, Chilling and Steam Systems	
Assessment of traffic across Organization related to Regulated Inventory delivery	Propose Plan to reduce the number of trucks at each site through consolidation	Implement traffic consolidation plan	Measure truck traffic necessary at each site to manage Regulated Inventory	Develop full Inter-site Regulated Materials Plan with policies and procedures	Launch the BioSpectra Inter-Site Supply Chain Management Program	➔	➔	Assess benefits of Program for Senior Leadership	➔	

Strategic Initiatives

Organizational Excellence

Business Continuity Plan	Dora Meissner- Executive Vice President of Quality Systems
Succession Plan	Rick Mutchler- President
100% Validated and Implemented ERP/MRP	Dora Meissner- Executive Vice President of Quality Systems
Human Development Plan	Renee Sommo – Senior Director of Human Development

Quality Excellence

100% Validated and Implemented QMS	Dora Meissner- Executive Vice President of Quality Systems
100% Validated and Implemented LIMS	Amy Yencho- Vice President of Laboratory Services
Expansion of Data Integrity and Quality Programs	Dora Meissner- Executive Vice President of Quality Systems
Buildout of New Laboratory	Amy Yencho- Vice President of Laboratory Services

Manufacturing Excellence

100% Validated and Implemented EBR'S	Peter Underwood- Senior Director of Information Systems
30 Days Critical Product Inventory	Eric Gentile- Vice President of Manufacturing Operations
100% Qualified Equipment and Validated Systems	Dora Meissner- Executive Vice President of Quality Systems
Spray Drying Technology Expansion	TBD

Operational Excellence

100% Sustainable Renewed Buildings	Rick Mutchler- President
100% of Workspace will be Compliant to our Four Levels of Classification	Rick Mutchler- President
100% Uniform and Standardized Workspaces, Break Areas and Offices	Rick Mutchler- President
Property Beautification at Every Facility Completed	Rick Mutchler- President

Environment Excellence

Dust Collection/Cyclone Upgrade Program	Rick Mutchler- President
Commercial Recycling Program Implemented	Rick Mutchler- President
Solid Waste Reduction Program Implemented	Rick Mutchler- President
Liquid Waste Reduction Program Implemented	Rick Mutchler- President

Sustainability Excellence

Vertically Integrated HCl Gas/Liquid Supply	Rick Mutchler- President
100% Energy-Efficient HVAC Systems	TBD
Unified and Expandable Utilities at Each Site	Rick Mutchler- President
Inter-Site Supply Chain Management	Garret Agee- Vice President of Supply Chain

This Strategic Plan will be based on our expectations and goals for our **thirtieth anniversary** and **define primary measurables for the 32-month period starting February 1, 2023 and ending September 30, 2025**

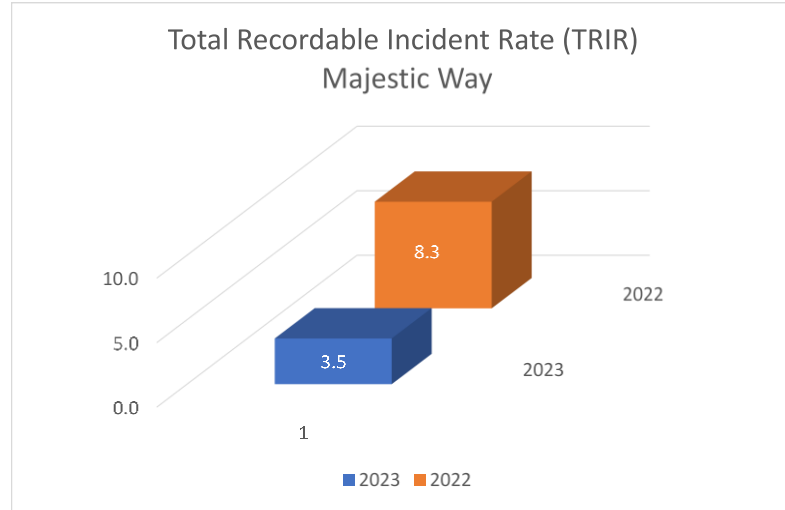
Strategic Initiatives- A Deeper Look

Quality Excellence	<ul style="list-style-type: none">• Maintaining an unblemished Record with the FDA
Manufacturing Excellence	<ul style="list-style-type: none">• Commitment to safety first / Safe Systems / Reduction in Safety Incidents
Environmental Excellence	<ul style="list-style-type: none">• Lowering Energy Consumption per kilo• Carbon Reduction• Reduction in emissions• Increased in renewable energy use• Water Purification Systems
Sustainability Excellence	<ul style="list-style-type: none">• Sustainable Procurement (alternative Sourcing)• Supply Chain Security (New GMP Warehouses)• Financial Stability & Cost Reductions OOS Product• Supply Base Auditing – Quality practices; Environmental Practices; and Social/HR Practices
Corporate Commitment to Social Responsibility	<ul style="list-style-type: none">• Diversity Hiring Program• Community Outreach programs

Date: 01.12.2023

TRIR Data 2023
Total Recordable Incident Rate

2023	Hours Worked	Recordable Injuries	TRIR
Bangor	338,829.05	6	3.5

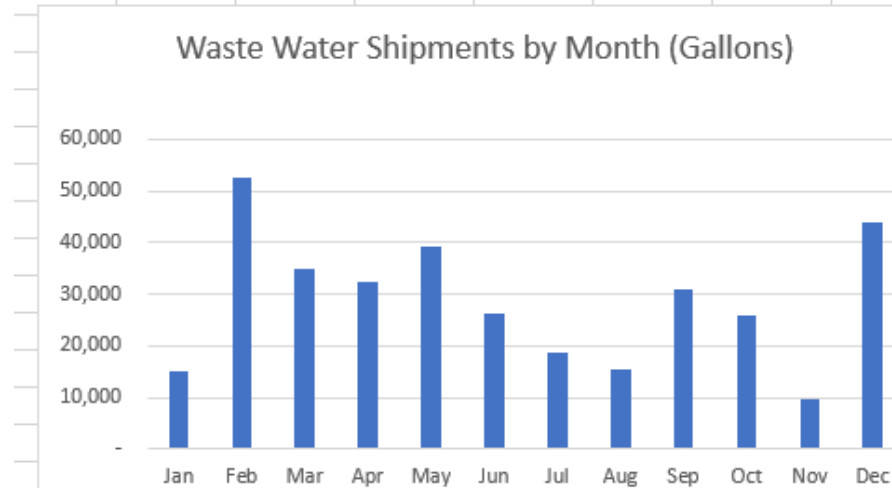


2022

Date: 01.12.2024

Waste water Generation 2023

14,920	Jan										
52564	Feb										
34770	Mar										
32368	Apr										
39415	May										
26365	Jun										
18636	Jul										
15492	Aug										
30793	Sep										
26030	Oct										
9800	Nov										
44042	Dec										

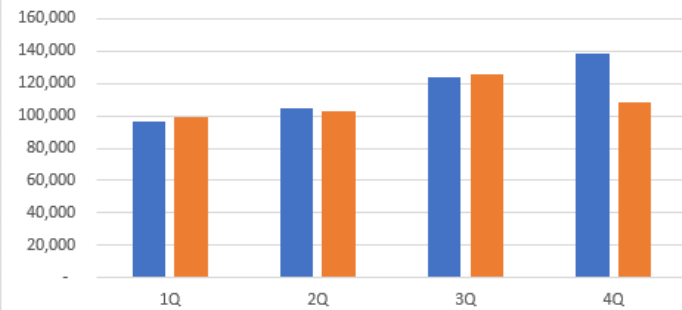


Date: 01.12.2024

Water Consumption 2023 vs 2022

Quarter	2023	2022	2023	2022	2023	2022
1Q	185,000	555,000			96,700	98,800
2Q	165,000	570,000			104,800	102,900
3Q	225,000	635,000			123,500	126,000
4Q	185,000	640,000			138,100	108,400
	195,000					
	260,000					
Jan	\$ 2,623.18	220,000	\$ 621.23	157,000	\$ 813.92	98,800
Feb	\$ 2,791.32	200,000	\$ 586.58	146,000		
Mar	\$ 3,136.74	230,000	\$ 652.73	167,000		
Apr	\$ 3,021.78	220,000	\$ 649.58	166,000	\$ 902.88	
May	\$ 3,194.22	235,000	\$ 682.66	176,500		
Jun	\$ 3,079.27	225,000	\$ 651.16	166,500		
Jul	\$ 3,193.58	235,000	\$ 682.66	176,500	\$ 976.80	
Aug	\$ 3,423.44	255,000	\$ 742.21	196,500		
Sep	\$ 3,021.18	220,000	\$ 803.78	220,000		
Oct	\$ 3,251.04	240,000	\$ 684.23	177,000	\$ 920.48	108,400
Nov	\$ 3,251.04	240,000				
Dec	\$ 2,906.25	210,000				

Gallons of Water Used by Production Facility



Receipt from SBTi, showing we registered on the Platform and set our targets. We are now waiting for the next step by them.

From: Jotform <noreply@jotform.com>
Sent: Tuesday, December 26, 2023 9:29 AM
To: Matt Rifenburg <Matt.Rifenburg@biospectra.us>
Subject: We have received your response for SME Target Validation Booking System

SME Target Validation Booking System

1. Company name: Biospectra Inc.

2. Company main contact person (only one contact): Matt Rifenburg

3. Primary contact email (only one email): matt.rifenburg@biospectra.us

+16105993564

5. Additional secondary company contact name: Darian McCollian

6. Additional company contact email, if relevant: Darian.McCollian@Biospectra.us

7. Company HQ location: United States of America

8. Please provide your corporate website: <https://www.biospectra.us>

LinkedIn: <https://www.linkedin.com/company/biospectra-inc>
 Twitter:
 Other:

Type a question: No

Type a question: NA

Type a question: No

Type a question: NA

12. Please provide LEI number (if applicable) to be used to identify the company in the public SBTi database: NA

1.1 Sector classification based on the SBTi Sector Classification: Pharmaceuticals, Biotechnology and Life Sciences

Type a question: None of the above

Type a question: Privately-owned company

Number: 290

Type a question: No

7. If your company is part of the Food, Agriculture and Forest sectors, do you confirm that you agree to recalculate your targets in line with the FLAG method?: N/A

Type a question: SMEs: Setting new or updating existing near-term targets

Type a question: 42% from a 2022 base year

Type a question: Yes

Scope 1: Mobile Sources
 Scope 2: Purchased and Consumed Electricity

Type a question: Yes

4. Scope 1 emissions (tCO2e) IN your chosen base year (base year e.g. 2018, 2019, 2020, 2021 or 2022): 105

5. Scope 2 emissions (tCO2e) IN your chosen base year (base year e.g. 2018, 2019, 2020, 2021 or 2022): 1013

Type a question: Location based

Type a question: Yes

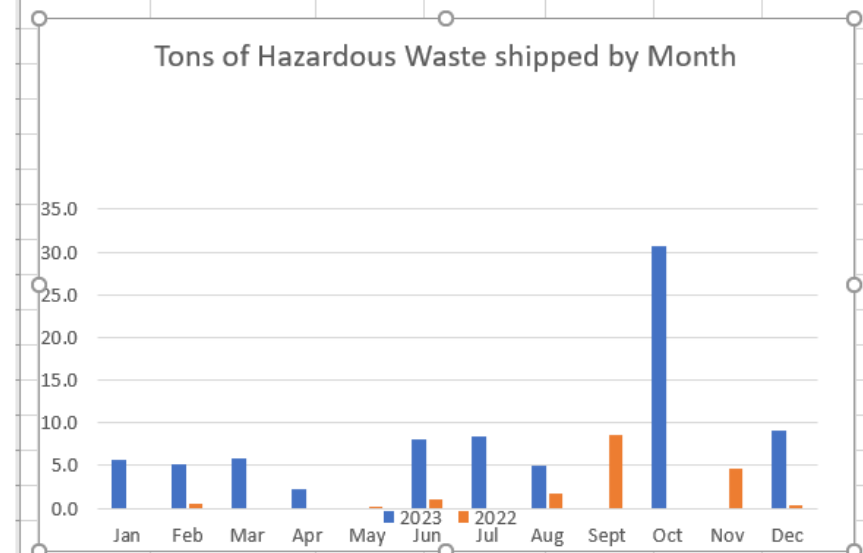
Type a question: Yes

Would your company be interested in going through the normal corporate route for a higher fee?: No

Hazardous Waste Generation 2022 vs. 2023

Date: 01.12.2024

2022.0	2023.0	Month	
0.0	5.6	Jan	1
0.4	5.2	Feb	2
0.0	5.8	Mar	3
0.0	2.3	Apr	4
0.3	0.0	May	5
1.1	8.2	Jun	6
0.0	8.5	Jul	7
1.7	5.0	Aug	8
8.7	0.0	Sept	9
0	30.7	Oct	10
4.6	0.0	Nov	11
0.3	9.1	Dec	



Waste Calculations

Waste Material	Disposal Method	Weight	Unit	CO ₂ e Emissions (kg)
	<i>Landfilled</i>	<i>1,000</i>	<i>metric ton</i>	
Mixed Electronics	Landfilled	653	pounds (lb)	7
Glass	Recycled	327	pounds (lb)	8
HDPE	Recycled	29,827	pounds (lb)	3,132
Mixed MSW municipal solid waste	Landfilled	35,627	pounds (lb)	9,263
Mixed Organics	Landfilled	121,668	Pounds (lb)	29,200
Mixed MSW municipal solid waste	Landfilled	163	Short ton	84,812
GHG Emissions				

Total Emissions by Disposal Method

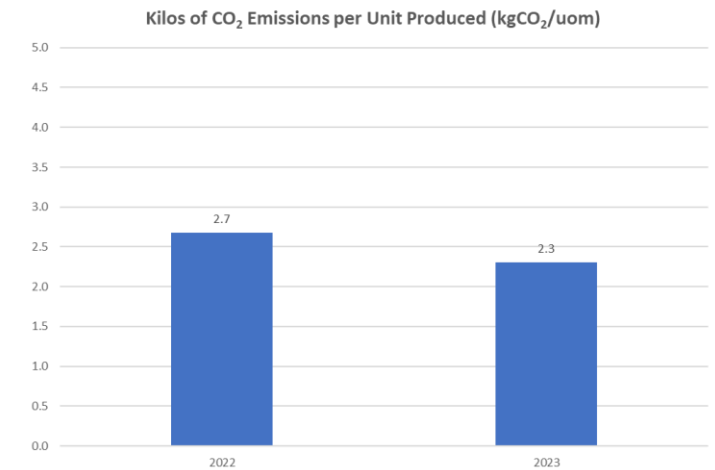
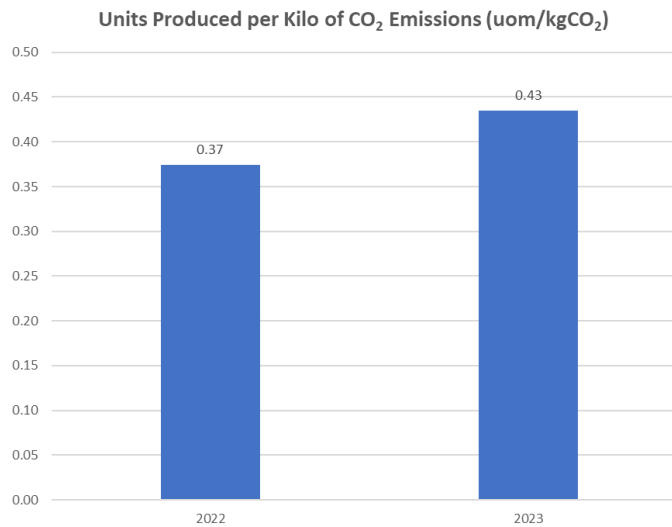
Waste Materials	CO ₂ e(kg)
Recycled	3,140
Landfilled	123,282
Combusted	-
Composted	-
Anaerobically Digested (Dry Digestate with Curing)	-
Anaerobically Digested (Wet Digestate with Curing)	

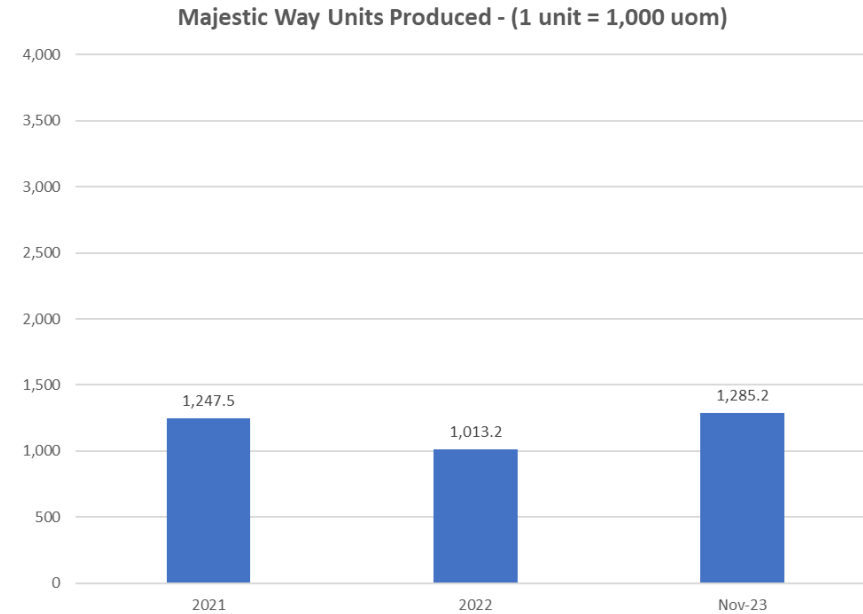
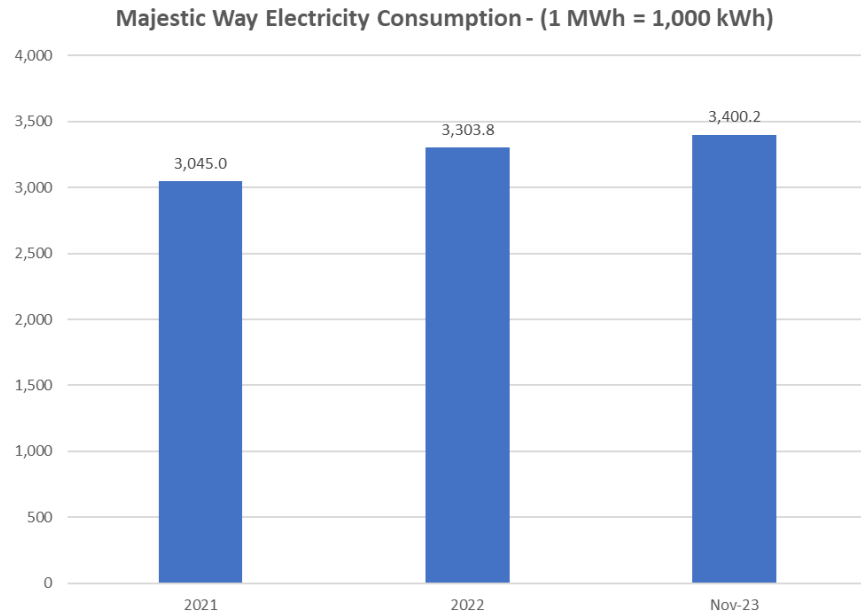
Total CO₂ Equivalent Emissions (metric Tons) – Waste 126.4

Tracking Air Emissions – GHG's

2. CO₂ Separately – ratio to outputs

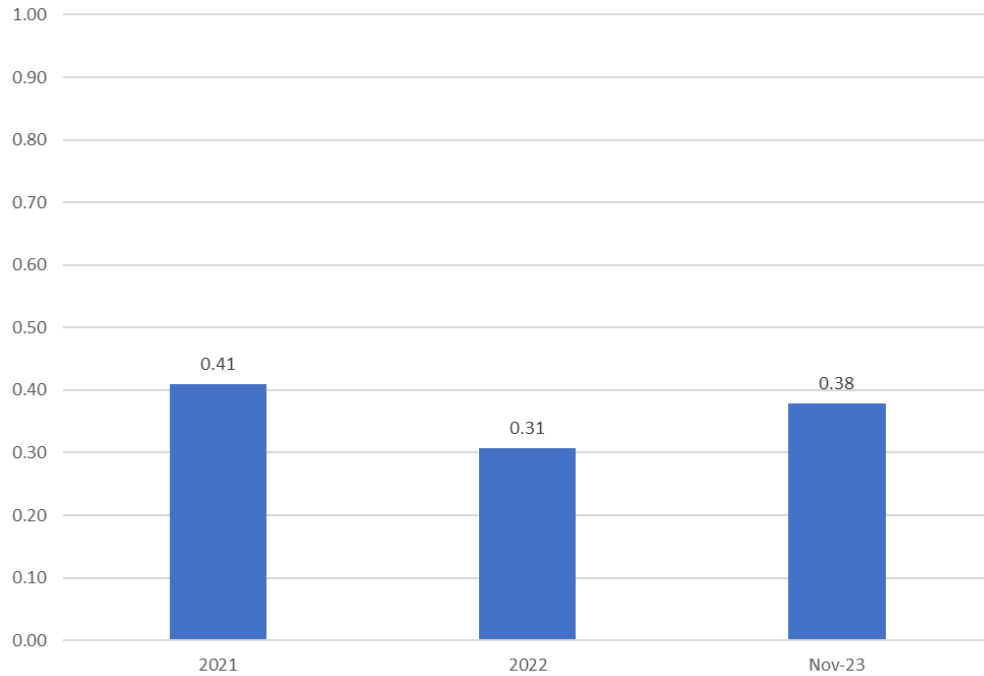
Data Used – 2022 & 2023 M2023 Calculated Baselines, SAGE- ZMFGITMTRK reports



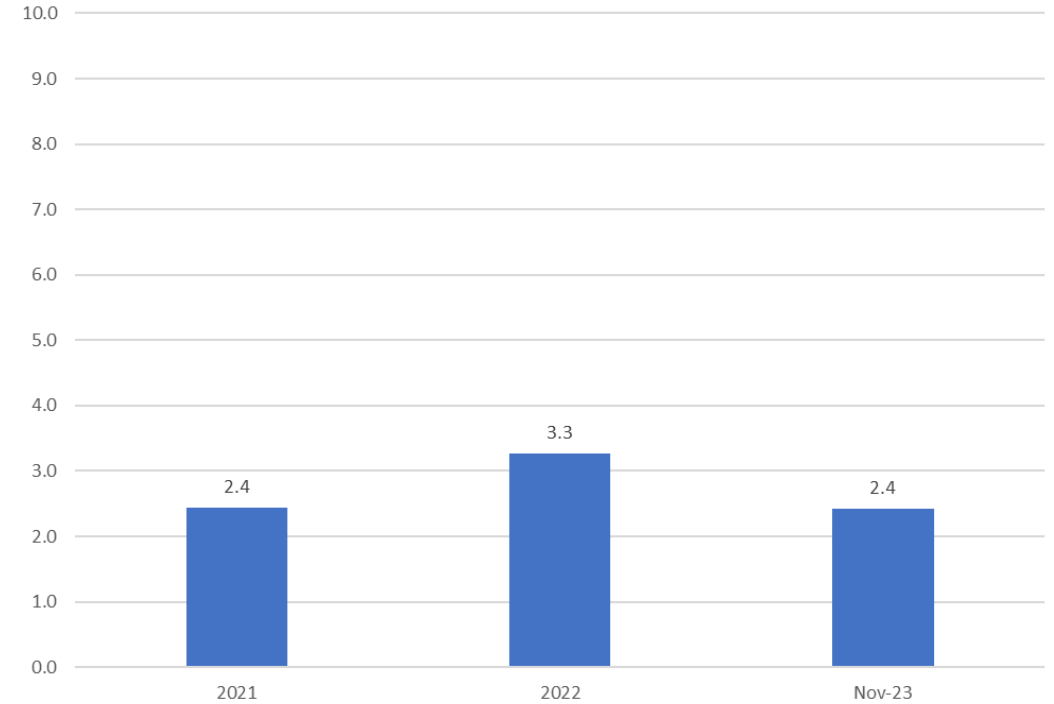


November 2023 – Currently using 0% renewable energy. Discussions of converting to 100% renewable energy are underway. The projects responsible for our future reduction in energy consumption are M2030 and SBTi.

Majestic Way Units Produced per KWh Consumed (uom/KWh)



Majestic Way KWh Consumed per Units Produced (KWh/uom)



Additional Organizational commitments

Ethical Commitments

- To follow all US and International Commerce Laws
- To sell only to ethical pharmaceutical companies, affiliates & CMO's
- To Financial Ethics and Accountability
- To Internationally recognized ethical business practices
- To work with only suppliers that provide for basic human rights

Human Development Commitments

- To maintain a happy, healthy and safe work environment
- To increasing efficiency and means of internal Communication
- To advancement in careers, training and education
- To a socially responsible work environment
- To personal growth and improvement through metrics, KPI's and evaluations

Customer Commitment

- To the highest level of customer care
- To the highest level of customer service
- To the highest level of consistent quality of response
- To product continuity (quality) and sustainability
- To customer health and safety

Additionally, BioSpectra is...

