Foxx Life Sciences

Our Innovation. Your Opportunity.



SUSTAINABILITY REPORT

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ABOUT THIS REPORT

Foxx Life Sciences is pleased to present its **Annual Sustainability Report**, outlining the company's progress and performance across key environmental, social, and governance (ESG) areas. This report reflects our ongoing commitment to responsible business practices,
operational transparency, and sustainable growth.

The report covers the period from J**anuary 1, 2025, to December 31, 2025**, and includes information from our global operations where applicable. Certain sections also highlight ongoing initiatives and future sustainability
commitments.

The content of this report is based on material sustainability topics relevant to our business, stakeholders, and industry. These topics guide our approach toward climate action, operational excellence, employee well-being, ethical governance, and environmental responsibility.

This report has been prepared with reference to globally recognized frameworks and principles, including the **Global Reporting Initiative (GRI), UN Sustainable Development Goals (UN SDGs)**, **UN Global Compact principles**, and the **Science Based Targets initiative (SBTi)**.

We value stakeholder engagement and remain committed to continuously strengthening our sustainability performance and reporting practices.



Image is for reference purpose only

MESSAGE FROM LEADERSHIP



THOMAS F TAYLOR

Founder, Chairman & CEO
Foxx Life Sciences

At our organization, sustainability is not viewed as a separate initiative—it is a responsibility that influences how we make decisions, operate our business, and plan for the future. As industries continue to evolve, we recognize the importance of building a company that creates value while contributing positively to society and the environment.



SYED REHAN A. RIZVI

Senior Vice President - Global Quality & Regulatory Compliance
Foxx Life Sciences

Operational excellence, product quality, and sustainability continue to work hand in hand across our organization. During the year, we strengthened our environmental reporting processes and enhanced greenhouse gas emissions accounting across Scope 1, Scope 2, and selected Scope 3 categories in alignment with global standards and climate commitments

ABOUT FOXX LIFE SCIENCES

Founded in 2008, Foxx Life Sciences is a global provider of **single-use technologies**, **bioprocess systems**, **laboratory products**, and **fluid management solutions** serving the **biotechnology**, **pharmaceutical**, **diagnostic**, and **research industries**. With operations in the United States and India, the company continues to support scientific innovation through high-quality, customer-focused solutions.

Driven by innovation, quality, and operational excellence, Foxx Life Sciences delivers **advanced products** designed to support **critical research**, **healthcare**, and **manufacturing applications** worldwide. Our focus on **continuous improvement**, **regulatory compliance**, and **customer collaboration** enables us to meet the evolving needs of the life sciences industry.

Sustainability is an important part of our long-term strategy. Through responsible manufacturing, **resource efficiency initiatives**, **emissions management**, and alignment with global frameworks such as **SBTi**, **GRI**, and **EcoVadis** principles, we continue progressing toward a more sustainable and resilient future.



Image - Foxx Life Sciences World Headquarters, New Hampshire

VISION



To be a **trusted global leader** in **life sciences** by delivering **innovative**, **sustainable**, and **high-quality solutions** that advance **scientific progress** and **improve lives**

MISSION



01

Foxx Life Sciences' operations are guided by a set of core values that define its approach to business:
Integrity: Upholding ethical practices and transparency in all operations

Innovation: Driving continuous improvement and technological advancement

Quality: Ensuring excellence in products and processes

Sustainability: Minimizing environmental impact and promoting responsible resource use

Customer Focus: Delivering value-driven solutions tailored to customer needs

02

Sustainability is an integral part of Foxx Life Sciences' **corporate strategy**. The company is committed to reducing its **environmental footprint**, promoting **social responsibility**, and maintaining **strong governance practices**.

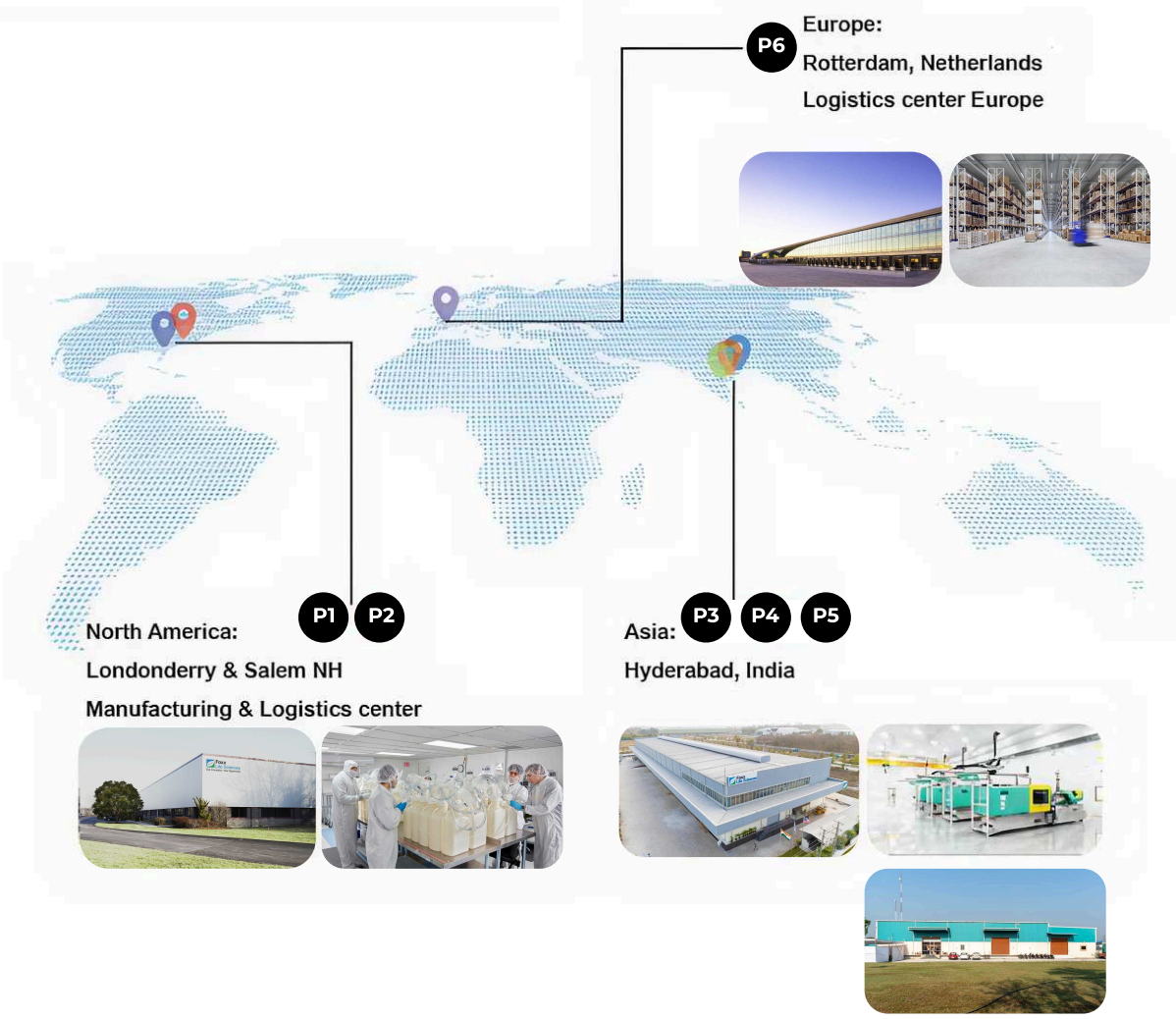
Key focus areas include:

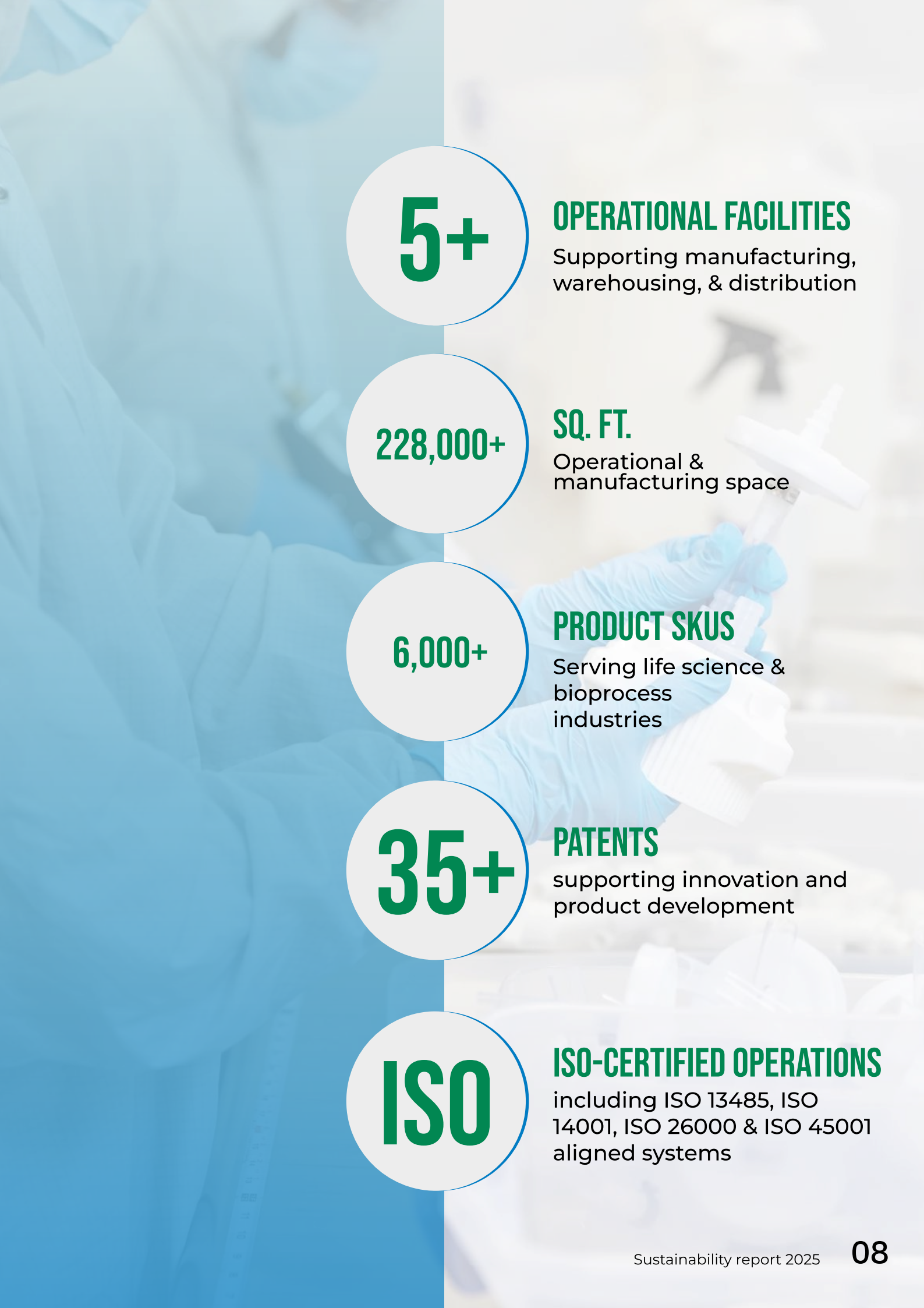
- Reducing **greenhouse gas emissions** and **energy consumption**
- Enhancing **waste management** and **resource efficiency**
- Ensuring **employee health**, **safety**, and well-being
- Promoting **ethical business conduct** and **compliance**

The organization aligns its **sustainability initiatives** with globally recognized frameworks such as the **Global Reporting Initiative** and the principles of the **UN Global Compact**.

GLOBAL PRESENCE

Foxx Life Sciences continues to strengthen its **global presence** through strategically located **manufacturing**, **warehousing**, and **operational facilities** that support the **biotechnology**, **pharmaceutical**, **diagnostic**, and **research industries** worldwide. Our growing **infrastructure network** enables **efficient production**, **responsive customer support**, and reliable **global supply chain operations**.





5+

OPERATIONAL FACILITIES

Supporting manufacturing, warehousing, & distribution

228,000+

SQ. FT.

Operational & manufacturing space

6,000+

PRODUCT SKUS

Serving life science & bioprocess industries

35+

PATENTS

supporting innovation and product development

ISO

ISO-CERTIFIED OPERATIONS

including ISO 13485, ISO 14001, ISO 26000 & ISO 45001 aligned systems

OUR SUSTAINABILITY JOURNEY

At Foxx Life Sciences, **sustainability** is integrated into the way we operate, innovate, and grow. Our approach focuses on advancing **responsible business practices** that support **scientific progress**, **environmental stewardship**, **employee well-being**, and **long-term value creation**.

Through **continuous improvement initiatives** and measurable **ESG commitments**, we are strengthening our efforts toward building a **resilient** and **future-ready organization**.



ENVIRONMENTAL RESPONSIBILITY

- Achieve a 42% reduction in Scope 1 and Scope 2 emissions by 2030
- Increase renewable energy adoption across operations
- Improve energy efficiency through operational and infrastructure optimization



SOCIAL RESPONSIBILITY

- Increase representation of women across workforce and leadership roles
- Maintain zero fatalities and minimize workplace safety incidents
- Conduct annual mental health and employee wellness programs



GOVERNANCE & ETHICAL BUSINESS PRACTICES

- Maintain zero incidents of corruption, bribery, or unethical conduct
- Strengthen transparency and anti-corruption governance practices
- Maintain zero data breaches and information security incidents



TRANSPARENCY & STAKEHOLDER ENGAGEMENT

- Maintain reporting alignment with GRI, SBTi, and UN Global Compact principles
- Publish annual sustainability reports with improved ESG disclosures
- Strengthen ESG governance, SOP development, and sustainability data management

MATERIALITY ASSESSMENT

Foxx Life Sciences uses its **materiality assessment** process to identify the **sustainability topics** that are most important to our business, **stakeholders**, and **long-term strategy**. The assessment helps us prioritize **ESG focus areas**, strengthen **decision-making**, and align our **sustainability efforts** with evolving industry expectations.

Our evaluation considered **operational impacts**, **stakeholder perspectives**, **industry trends**, **regulatory developments**, and **global sustainability frameworks** relevant to the **life sciences sector**. Insights were gathered through **internal collaboration** across **quality**, **operations**, **supply chain**, sustainability, human resources, and leadership teams, along with feedback from customers and suppliers.

The outcomes of the assessment guide our **sustainability strategy**, **reporting structure**, and **continuous improvement initiatives** across our **global operations**.

1

ENVIRONMENTAL

- Climate action and greenhouse gas emissions
- Energy efficiency and renewable energy
- Waste reduction and circular resource management
- Sustainable packaging and air pollution prevention

2

SOCIAL

- Employee health, safety, and Well-Being
- Mental Well-Being of employee
- Diversity, equity, and inclusion
- Talent development and employee engagement
- Human rights and community impact

3

GOVERNANCE

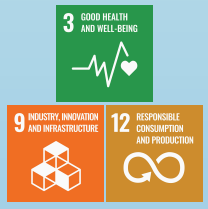
- Ethical business conduct and compliance
- Corporate governance and accountability
- Data privacy and cybersecurity
- Responsible supply chain and risk management

4

SUPPLY CHAIN & SUPPLIER ENGAGEMENT

- Responsible sourcing and sustainable procurement
- Supplier engagement and sustainability assessments
- Development of sustainable and low-impact products

OUR GOALS & TARGETS

Focus Area	Foxx Life Sciences Sustainability Commitments & Targets	Key Progress / Initiatives	Key Progress / Initiatives
Climate & Energy Management	• Reduce Scope 1 & 2 GHG emissions by 42% by 2030 • Improve operational energy efficiency across facilities • Increase renewable energy adoption across operations	• Lightweight packaging designs implemented • LED lighting upgrades across 75% of facilities • Improved HVAC efficiency by 50%	
Waste & Circular Resource Management	• Continue reduction of packaging material usage • Maintain zero hazardous waste generation • Strengthen recycling and responsible waste handling practices	• Expansion of reusable and multi-trip packaging systems • Circular product design & end-of-life recovery initiatives • Machine purgings are collected and reprocessed - 2% reduction in production waste	
Water & Environmental Stewardship	• Improve responsible water consumption practices • Maintain regulatory compliance for air emissions and environmental monitoring • Support pollution prevention initiatives	• Maintaining emissions within regulatory limits	
Product Quality & Sustainable Innovation	• Innovate high-quality and sustainable life science solutions • Strengthen product stewardship and regulatory compliance	• Conducted extractables and material compatibility studies aligned with USP <665>, BPSA, and BPOG guidance • Low-chemical-use manufacturing environments • Expanding innovation through scalable manufacturing infrastructure	
Employee Development & Well-Being	• Achieve 100% employee participation in training programs • Increase workforce training coverage and professional development initiatives • Maintain zero fatalities and minimal workplace incidents	• Annual employee awareness and safety initiatives • Continuous learning and inclusive workplace culture • Employee promotions through skill development programs (2–5%)	

CONTINUED

Focus Area	Foxx Life Sciences Sustainability Commitments & Targets	Key Progress / Initiatives	Key Progress / Initiatives
Diversity, Equity & Inclusion	• Increase representation of women across the workforce and leadership roles • Promote equitable and inclusive workplace practices	• Strengthened employee inclusion and engagement initiatives • Encouraged collaborative and diverse work environments	
Responsible Supply Chain	• Achieve 100% human rights compliance for key suppliers • Increase supplier sustainability assessments to >60% • Strengthen responsible sourcing practices	• Enhanced supplier engagement and sustainability evaluations • Promoted ethical procurement and supply chain transparency	
Governance & Business Ethics	• Maintain zero incidents related to corruption or unethical conduct • Integrate sustainability risks into Enterprise Risk Management (ERM) systems	• Strengthened compliance, transparency, and accountability frameworks • Advanced ESG governance practices across operations	
Data Privacy & Cybersecurity	• Maintain zero data privacy breaches • Maintain rapid incident response capabilities	• Continued information security monitoring and awareness initiatives • Strengthened digital governance and cybersecurity practices	
Stakeholder Transparency & ESG Reporting	• Publish annual sustainability reports • Continue alignment with GRI, SBTi, and UN Global Compact frameworks	• Expanded ESG disclosure quality and transparency • Strengthened stakeholder engagement and sustainability communication practices	

SUSTAINABILITY ROADMAP

Foxx Life Sciences continues to strengthen its **sustainability journey** by integrating **environmental responsibility**, **operational excellence**, **product stewardship**, and **ethical governance** into **long-term business strategy**. Through **continuous improvement initiatives**, **infrastructure expansion**, and **responsible innovation**, the company is building a **resilient** and **future-focused organization** aligned with **global sustainability expectations**.

2020–2023

BUILDING THE FOUNDATION

Established a strong **ESG** and **operational foundation** by advancing **sustainability**, **safety**, **governance**, **manufacturing expansion**, **environmental initiatives**, and **quality compliance**.

2023–2024

ADVANCING ESG PERFORMANCE

Aligned **sustainability** with **global ESG frameworks**, earned the **EcoVadis Committed Badge**, strengthened **responsible sourcing**, expanded **manufacturing** and **warehousing**, and advanced **product stewardship**.

2025 and Beyond

DRIVING LONG-TERM SUSTAINABLE GROWTH

Published the first **Sustainability Report**, advanced **global climate commitments**, accelerated **renewable energy** and **circular initiatives**, expanded **sustainable product development**, and strengthened **ESG performance**.

OUR SUSTAINABILITY APPROACH

At Foxx Life Sciences, **sustainability** is integrated into how we **innovate**, **manufacture**, **operate**, and **collaborate**. Our approach is built around **four core priorities**:

Environmental Responsibility

Reducing emissions, improving energy efficiency, promoting responsible waste management, and supporting low-carbon operations.

Sustainable Innovation & Product Stewardship

Developing high-quality laboratory and bioprocessing solutions that support safety, compliance, and sustainable performance.

People & Workplace Culture

Fostering a safe, inclusive, and growth-oriented workplace through employee engagement, training, and well-being initiatives.

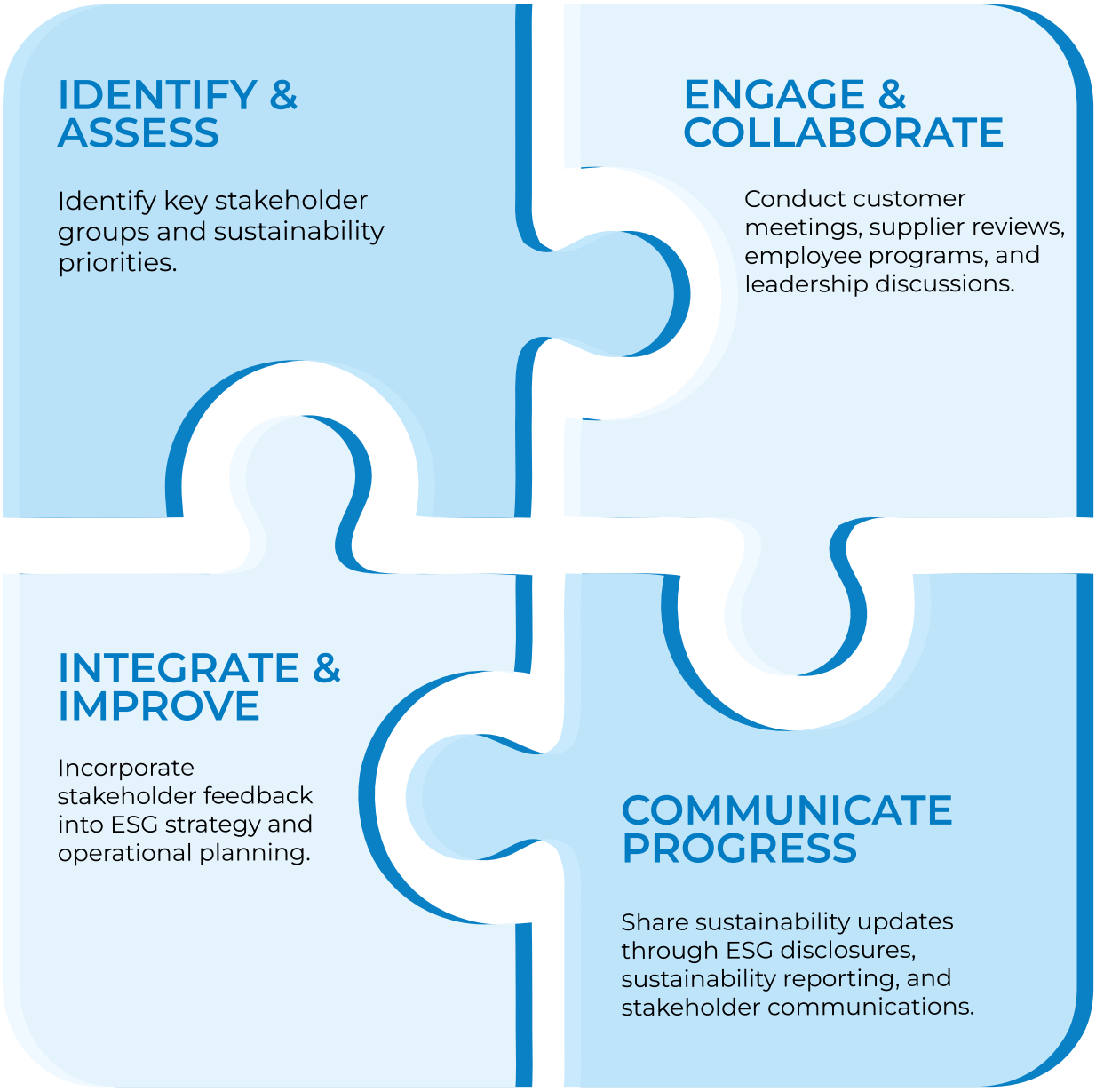
Governance & Transparency

Strengthening ethical business conduct, ESG reporting, supplier accountability, and long-term sustainability governance across the organization.

STAKEHOLDER ENGAGEMENT

Strengthening Relationships Through Collaboration

At Foxx Life Sciences, **stakeholder engagement** is central to our **sustainability strategy**. We foster **transparent communication** and **collaboration** with **employees**, **customers**, **suppliers**, and **partners** to understand expectations, address key **ESG priorities**, and drive **continuous improvement** through regular feedback, training, and ongoing engagement across our **global operations**.



Stakeholder Group	Modes of Engagement	Key Focus Areas
Customers & Partners	Feedback surveys, facility & product questionnaires	Product quality, innovation, sustainability, compliance
Employees	Training, performance reviews, competency evaluation and engagement programs	Safety, well-being, inclusion, professional development
Suppliers & Vendors	Supplier reviews, audits, direct communication	Responsible sourcing, sustainability, human rights
Leadership & Management	MRM, KPIs	Governance, risk management, sustainability strategy
Regulatory Bodies	Compliance reviews, certifications	Product stewardship, regulatory compliance
Communities & Stakeholders	Outreach initiatives, sustainability communication	Community impact, ethical operations

Materiality & Stakeholder Alignment

Stakeholder feedback supports the identification of Foxx Life Sciences' **material sustainability topics**, including **climate action**, **sustainable products**, **employee well-being**, **responsible supply chains**, **governance**, and **operational excellence**. This process helps ensure our **sustainability priorities** remain aligned with **stakeholder expectations** and **long-term business objectives**.

CERTIFICATIONS AND RECOGNITIONS

EcoVadis Committed Badge

EcoVadis Certification recognizes our alignment with ESG best practices

ISO 13485

Our ISO 13485 & GMP facilities follow sustainable SOPs

ISO 14001

Environmental Management Systems — demonstrates our structured approach to minimizing environmental impact

ISO 26000

Social Responsibility Reflects our voluntary commitment to ethical governance, fair labor practices, community engagement, & human rights.

ISO 45001

Occupational Health & Safety Management validates our commitment to employee well-being and safe work environments

Science Based Targets

Foxx Life Sciences has been officially approved by the Science Based Targets initiative (SBTi), successfully validating its science-aligned greenhouse gas reduction targets.

ENVIRONMENTAL FOCUS



OUR COMMITMENT

We are committed to minimizing our environmental footprint through **responsible resource management**, **emissions reduction**, **waste minimization**, and **sustainable innovation**.
By integrating environmental considerations into our operations and decision-making processes, we aim to support long-term business resilience and **environmental stewardship**.

Enhanced GHG accounting and environmental reporting to support data-driven decision-making.

Improved waste tracking, segregation, and environmental performance monitoring.

Developed environmental KPIs and sustainability objectives.

CERTIFICATIONS AND RECOGNITIONS

EcoVadis Gold Rating

EcoVadis Certification recognizes our alignment with ESG best practices

ISO 13485

Our ISO 13485 & GMP facilities follow sustainable SOPs

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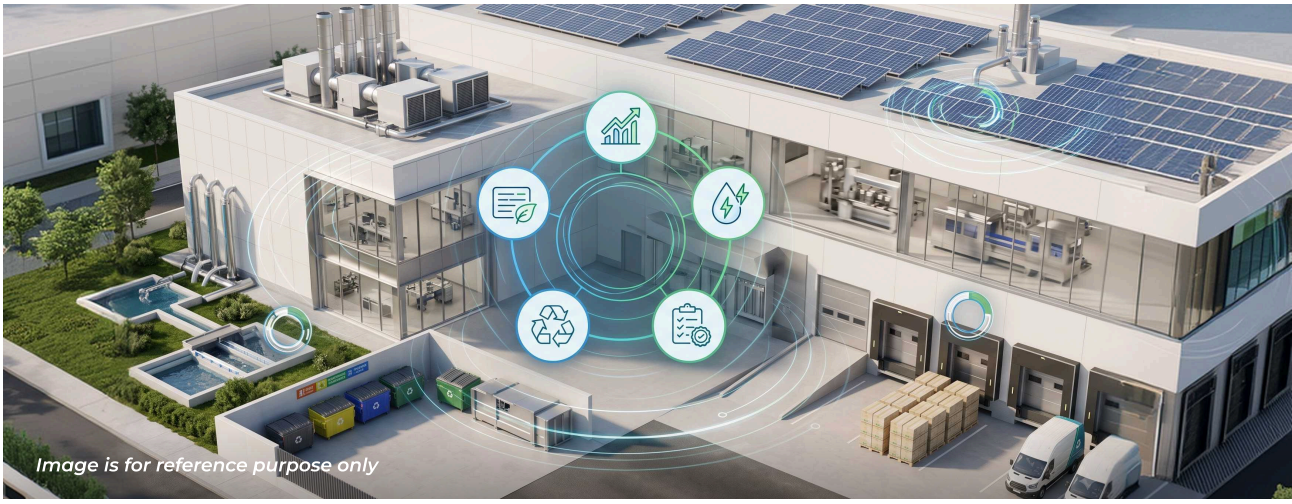
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ENVIRONMENTAL PERFORMANCE

Foxx Life Sciences is committed to minimizing its **environmental footprint** while supporting **business growth** through **responsible** and **efficient operations**. Our **environmental performance framework** focuses on managing key impact areas such as **greenhouse gas emissions**, **energy consumption**, air and noise pollution, and waste generation. These efforts are guided by **structured policies**, **internal monitoring systems**, and **continuous improvement initiatives** implemented across all **operational sites**.

Environmental performance is regularly reviewed through internal mechanisms, including **quarterly management reviews** and **departmental audits**, where **key metrics**, **risks**, and **improvement opportunities** are identified and addressed. This structured approach ensures **accountability** and enables timely **corrective actions** to enhance overall **environmental efficiency**.



APPROACH TO ENVIRONMENTAL MANAGEMENT

Our approach is based on integrating **environmental considerations** into **daily operations** rather than treating them as standalone initiatives.

Key focus areas include:

- **Resource Efficiency:** Optimizing the use of **energy**, **renewable energy**, **water**, and **raw materials** across facilities
- **Emissions Management:** Monitoring and reducing **greenhouse gas emissions** across **Scope 1**, 2, and 3 categories
- **Sustainable packaging** and **product design**
- **Air quality** and **noise monitoring**
- **Waste Management:** Promoting **waste reduction**, **segregation**, and **responsible disposal** practices
- **Compliance and Risk Management:** Ensuring adherence to applicable **environmental regulations** and **internal policies**

These focus areas are supported by **employee awareness programs**, **operational controls**, and **periodic evaluations** to ensure effective implementation.

PERFORMANCE HIGHLIGHTS

During the reporting period, **Foxx Life Sciences** continued to strengthen its environmental performance despite significant business expansion, including increased workforce and facility capacity. While certain environmental indicators such as energy consumption and emissions showed an increase due to operational scaling, the overall performance remained more efficient than projected baseline scenarios.

Key observations include:

- Controlled increase in emissions relative to business growth
- Improved energy efficiency at select operational sites
- Stable water usage with no significant increase
- Structured waste management practices aligned with compliance requirements

These trends reflect the organization's ability to balance operational expansion with responsible environmental management.



POLICIES AND GOVERNANCE

Environmental performance is governed by internal policies, including the Environmental Policy and specific procedures related to energy management, water usage, and greenhouse gas emissions. These policies are implemented across all facilities, and employees are regularly trained to ensure awareness and compliance.

CONTINUOUS IMPROVEMENT

Foxx Life Sciences adopts a continuous improvement approach to environmental performance. Data collected across sites is analyzed to identify trends, inefficiencies, and opportunities for optimization. Corrective and preventive actions are implemented through structured review processes, ensuring that environmental considerations remain an integral part of operational decision-making





LOOKING AHEAD

As the company continues to expand its operations, it remains focused on improving environmental efficiency through targeted initiatives, enhanced monitoring systems, and adoption of best practices. Future efforts will prioritize emissions reduction, energy optimization, and resource conservation, supporting the organization's broader sustainability and climate objectives.

GREENHOUSE GAS (GHG) EMISSIONS

Foxx Life Sciences maintains a comprehensive **greenhouse gas** (**GHG**) inventory in accordance with the **GHG Protocol Corporate Accounting and Reporting Standard**. Emissions across **Scope 1**, **Scope 2**, and relevant **Scope 3** categories are systematically measured, monitored, and reported through an internal **data management system**. This enables consistent tracking of **emissions performance** and supports data-driven **decision-making**.

1 DIRECT EMISSIONS

Scope 1 emissions originate from direct sources owned or controlled by Foxx Life Sciences, including fuel used in stationary and mobile operations. In 2025, Scope 1 emissions increased compared to 2024, reflecting business expansion. However, this growth coincided with a 30% increase in workforce and a 24% expansion in facility footprint, indicating improved operational efficiency and effective emissions management relative to business growth.
Target: 42% reduction in Scope 1 emissions by 2030

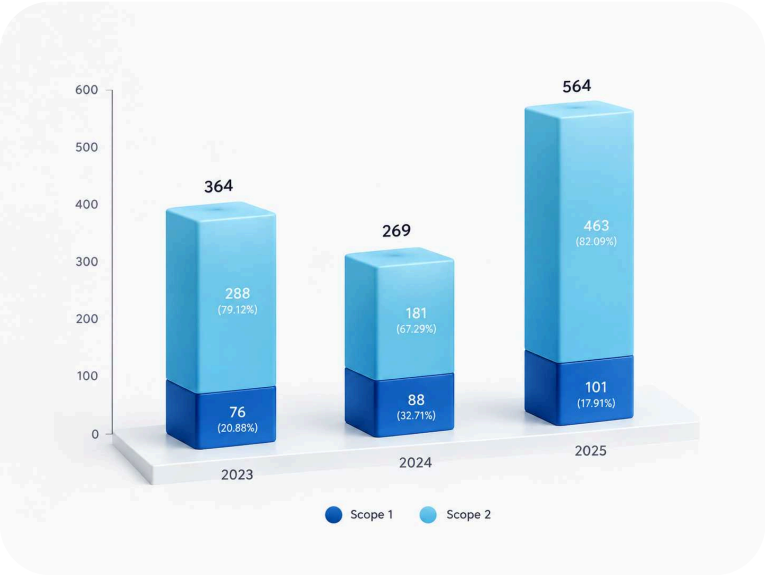
2 INDIRECT ENERGY EMISSIONS

Scope 2 emissions arise from purchased electricity consumed across Foxx Life Sciences facilities. In 2025, emissions increased due to the addition of a new manufacturing facility in India and overall business expansion. Despite this growth, Scope 2 emissions remained below projected levels, reflecting the success of energy efficiency initiatives and operational optimization across our facilities.
Target: 42% reduction in Scope 2 emissions by 2030

3 VALUE CHAIN EMISSIONS

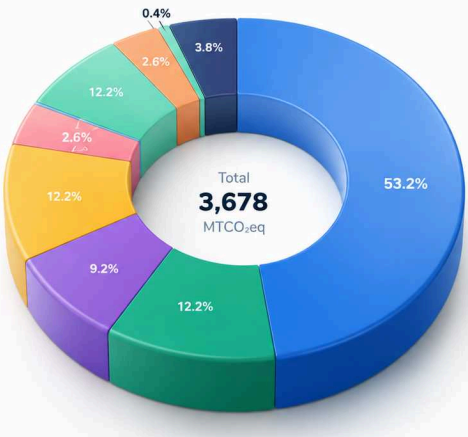
Scope 3 emissions include indirect emissions from the value chain, such as purchased goods, transportation, waste management, and employee commuting. In 2025, emissions decreased by 10.2%, reflecting reductions in transportation, business travel, and end-of-life treatment emissions, alongside continued improvements in value-chain management. Despite business growth, higher procurement, and an expanded workforce, the overall reduction demonstrates continued progress in managing and reducing value-chain emissions.

Year	Scope 1 Emissions ($MTCO_2e$)	Scope 2 Emissions ($MTCO_2e$)	Total Scope 1+2 Emissions ($MTCO_2e$)
2023	76	288	364
2024	88	181	269
2025	101	463	564



SCOPE 1 & 2 EMISSIONS

FLS Scope 1 emissions increased from 88 $MTCO_2e$ in 2024 to 101 $MTCO_2e$ in 2025, primarily reflecting changes in operating conditions during the year. **Higher regional heating demand**, as indicated by an **approximately 6% increase in cumulative NOAA Heating Degree Days during August–March**, resulted in increased facility heating requirements, particularly during November and December. In parallel, **higher production activity and facility operating hours** supported increased business operations during the reporting period. These factors contributed to higher natural-gas consumption and associated emissions. FLS continues to monitor energy performance and identify opportunities to improve heating efficiency, optimize energy use, and support ongoing emissions-reduction initiatives.







SCOPE 3 EMISSIONS

FLS's total Scope 3 emissions decreased from 4,146 $MTCO_2e$ in 2024 to 3,724 $MTCO_2e$ in 2025, representing a 10.2% reduction. This improvement reflects meaningful progress in managing value-chain emissions, with significant reductions in **upstream transportation and distribution (57.6%)**, **downstream transportation and distribution (50.9%)**, and **end-of-life treatment of sold products (35.6%)**, along with a **10.5% reduction in business travel emissions.** Emissions from **purchased goods, capital goods, fuel- and energy-related activities, and employee commuting** increased during the year, primarily reflecting changes in procurement, continued investment in operational capabilities, increased energy requirements, and workforce growth. These changes are aligned with FLS's expanding business operations and provide opportunities to further strengthen value-chain emissions management.
Overall, the 10.2% reduction in Scope 3 emissions represents a positive step in FLS's climate strategy, demonstrating continued progress in reducing value-chain emissions while supporting sustainable business growth. FLS will continue to focus on supplier engagement, logistics optimization, resource efficiency, and other value-chain initiatives to drive further improvements.

LOOKING AHEAD

As part of our **long-term climate strategy**, we are committed to reducing **emissions intensity** while supporting **business growth**. Our approach focuses on **continuous improvement**, adoption of **cleaner technologies** such as **renewable energy**, and alignment with **global climate goals**.

AIR EMISSIONS AND POLLUTION CONTROL

Foxx Life Sciences is committed to maintaining responsible **air quality management** practices across all **operational facilities**. Although the nature of operations involves minimal **industrial emissions**, the company proactively monitors potential **air quality** impacts associated with **manufacturing activities**, **material handling**, and **transportation processes**. Our approach focuses on **preventive controls**, **continuous monitoring**, and compliance with applicable **environmental regulations**.

Monitoring and Compliance

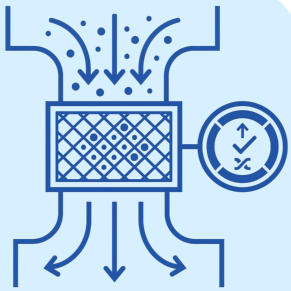
- Periodic **third-party monitoring** of **air quality** and **noise parameters**
- Reporting year monitoring results confirmed emissions remained within **permissible regulatory limits**
- Regular **environmental performance reviews** conducted under **EHSS management systems**

Foxx Life Sciences does not use or release any **Persistent Organic Pollutants** (**POPs**) in its operations. A review of operational inputs confirmed
that **POP-listed substances** are not present, and therefore no emissions related to these substances are generated.



Image is for reference purpose only

OPERATIONAL EMISSIONS CONTROL



Minor particulate emissions generated from operational activities are controlled through:

- Routine housekeeping and cleaning practices
- Controlled handling and storage of raw materials
- Preventive maintenance of operational equipment
- Continuous monitoring of operational efficiency



ODOUR MANAGEMENT

To maintain a safe and comfortable workplace environment, the company implements:

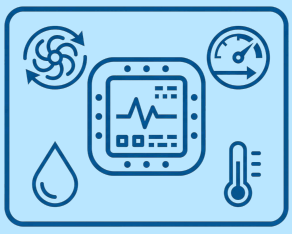
- Proper segregation and storage of materials
- Ventilation systems in operational areas
- Routine sanitation and housekeeping measures

CONTINUOUS IMPROVEMENT

Environmental management practices are supported through:

- Internal environmental monitoring and waste management
- SOPs; employee awareness; and operational training programs
- Periodic management review meetings for performance evaluation and corrective actions





ENVIRONMENTAL MONITORING SYSTEMS

Critical operational areas are equipped with monitoring systems that continuously track:

- Air Handling Unit (AHU) performance
- Differential pressure
- Relative humidity (RH)
- Temperature conditions

WATER MANAGEMENT

Water plays an important role in supporting daily operations at Foxx Life Sciences, primarily for drinking, sanitation, and employee welfare purposes. Unlike water-intensive manufacturing sectors, our operations involve limited process water usage, resulting in comparatively low water dependency and reduced water-related **environmental impact**. Despite this, we recognize the importance of **responsible water stewardship** and remain committed to managing **water resources** efficiently across all facilities.



Image is for reference purpose only

EFFICIENT WATER USE ACROSS OPERATIONS

Water consumption across operational sites has remained stable during the reporting period, reflecting controlled usage practices despite continued business growth. Our water management strategy emphasizes efficient consumption, routine monitoring, and preventive maintenance to avoid unnecessary usage and support long-term operational sustainability.

Key management practices include:

- Limiting water use to essential operational and domestic activities
- Monitoring consumption through utility records and internal reviews
- Conducting routine inspection and maintenance of plumbing systems
- Promoting responsible water usage through employee awareness initiatives

RESPONSIBLE WASTEWATER HANDLING

Foxx Life Sciences does not generate industrial process wastewater as part of its operations. Domestic wastewater generated from routine facility usage is discharged through authorized municipal sewage systems operated by local authorities in compliance with applicable environmental regulations. Due to the non-industrial nature and limited volume of wastewater generated, environmental impact associated with wastewater discharge remains minimal.

MANAGING WATER RISKS RESPONSIBLY

Based on the operational profile of the organization, water-related risks such as high consumption, discharge intensity, or water scarcity exposure are currently considered low. However, Foxx Life Sciences continues to evaluate water management practices in line with evolving sustainability expectations and industry best practices.

Current practices include:

- No wastewater recycling or reuse systems in operation
- Controlled and limited water consumption across facilities
- Periodic internal reviews to identify improvement opportunities

STRENGTHENING LONG-TERM WATER STEWARDSHIP

Foxx Life Sciences remains focused on maintaining responsible water management practices through:

- Ongoing monitoring and performance reviews
- Strengthening water tracking and maintenance systems
- Enhancing employee awareness on conservation practices
- Supporting sustainable operational growth through efficient resource use

As the organization continues to expand, Foxx Life Sciences will continue evaluating opportunities to further strengthen water stewardship while maintaining low environmental impact across its operations.

WATER STEWARDSHIP PERFORMANCE

Year	CCF	$MTCO_2e$
2022	220	0.187
2023	190	0.1615
2024	190	0.1615
2025	110	0.074

WASTE REDUCTION & CIRCULARITY

Foxx Life Sciences approaches **waste management** through a combination of **responsible resource use**, **operational efficiency**, and **circular economy** thinking. While our operations generate relatively low levels of **hazardous waste**, we recognize the importance of reducing **waste generation**, improving **material recovery**, and ensuring **environmentally responsible disposal** practices across all facilities. Our approach focuses on minimizing waste at the source, strengthening **segregation practices**, and maximizing **recycling opportunities** through **certified external partners**. These efforts support **operational efficiency**, **regulatory compliance**, and longterm **environmental stewardship.**



SMARTER WASTE MANAGEMENT PRACTICES

Waste handling follows internal environmental procedures to ensure consistent segregation and responsible disposal. Color-coded bins support source-level segregation, with **approximately 80% of employees trained on waste management practices**. Recyclable plastic, resin, and metal waste is transferred to authorized recyclers, while waste records are periodically reviewed for improvement. **No significant hazardous waste was generated during the reporting period.**



ADVANCING RESOURCE EFFICIENCY

Foxx Life Sciences focuses on **reducing material loss and recovering usable resources** through initiatives such as reprocessing machine purging material. Waste management prioritizes **source reduction, material recovery, efficient handling, and responsible disposal** through authorized recyclers and waste handlers. No on-site landfilling or incineration is conducted.



CIRCULAR THINKING IN OPERATIONS

Foxx Life Sciences integrates circular economy principles by improving material recovery, recycling, and resource efficiency. Key efforts include reducing operational waste, recovering reusable production materials, and strengthening segregation and recycling practices. As operations grow, the company continues to evaluate opportunities for improved recycling and sustainable material management.



AWARENESS, ACCOUNTABILITY & CONTINUOUS IMPROVEMENT

Foxx Life Sciences fosters environmental awareness through employee training, internal communications, and sustainability-focused initiatives. Staff are encouraged to adopt responsible waste practices, report inefficiencies, and contribute to continuous improvement efforts. Regular audits, performance tracking, and accountability measures ensure that waste reduction targets are met and that a culture of environmental responsibility is embedded across all operations.

SOCIAL STRATEGY



OUR COMMITMENT

Our people are the foundation of our success. We are committed to fostering a safe, inclusive, and engaging workplace where employees can thrive, contribute meaningfully, and grow professionally. Through **employee well-being initiatives**, **continuous learning**, **diversity and inclusion efforts**, and **community engagement**, we strive to create positive social impact across our organization and the communities we serve.

Employee Well-Being

Learning & Development

Diversity, Equity & Inclusion

Community Engagement

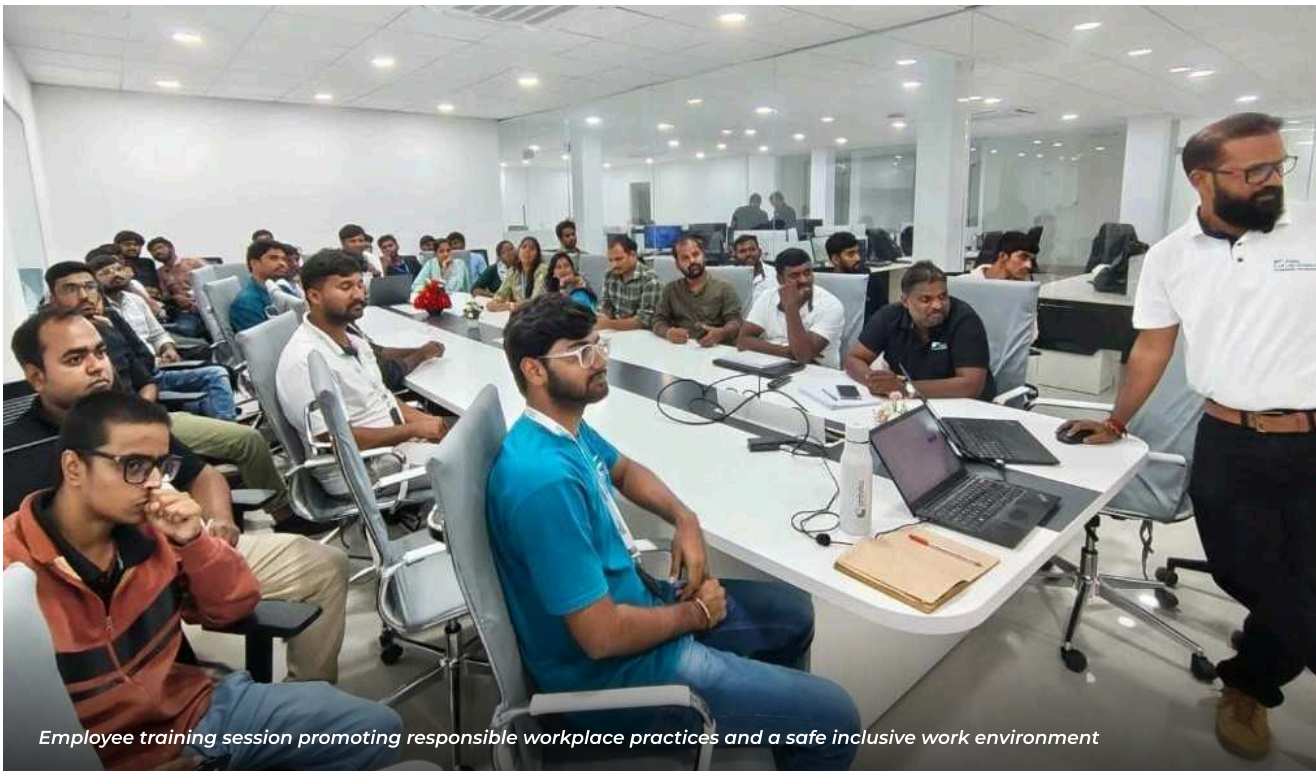
Employee Engagement

SOCIAL PERFORMANCE

Foxx Life Sciences fosters a **respectful**, **ethical**, and **inclusive workplace**, upholding **human rights** and **fair labor practices** across operations and our **value chain**. Guided by **HR policies**, **Code of Conduct**, and **compliance procedures**, we ensure **ethical employment**, **workplace equality**, **accountability**, and **transparency** at every level.

OUR COMMITMENT TO RESPONSIBLE WORKPLACE PRACTICES

We believe that protecting **human and labor rights** strengthens **employee trust**, **workplace culture**, and **long-term business resilience**. Our policies and practices are designed to promote **equal opportunity**, **fair treatment**, **safe working conditions**, and **ethical employment standards** throughout the organization. Key commitments include: **Zero tolerance** for **child labor**, **forced labor**, **harassment**, or **discrimination Equal opportunity** and **fair compensation** practices across all operations Compliance with applicable **labor laws** and **workplace regulations** Employee well-being, **health**, and **safety** as core operational priorities Accessible **grievance and reporting mechanisms** for employees All employees are covered under established **HR policies** and **workplace procedures**, with regular awareness and **compliance training** conducted to strengthen responsible workplace practices.



Employee training session promoting responsible workplace practices and a safe inclusive work environment

HUMAN RIGHTS ACROSS THE SUPPLY CHAIN

Foxx Life Sciences recognizes the importance of extending **ethical and responsible practices** beyond internal operations. Suppliers and business partners are expected to operate in alignment with applicable **environmental**, **social**, and **ethical standards**. To support **responsible sourcing** and **supplier accountability**, the organization conducts: Supplier **sustainability assessments** and **questionnaires Vendor evaluations** and **compliance reviews** Periodic supplier engagement on **ESG expectations** Procurement practices aligned with **ethical sourcing principles** These processes help strengthen transparency and encourage **responsible labor** and business practices across the supply chain.



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EMPLOYEE ENGAGEMENT

Ethical conduct and **employee engagement** remain central to our **social performance strategy**. Employees are encouraged to actively participate in **training**, **awareness initiatives**, and **feedback mechanisms** that support a culture of **accountability** and **continuous improvement**. Highlights of our workforce practices include: 100% employees covered under **equal opportunity policies** Annual performance and **career development reviews** Approximately 85% employee participation in **leadership and skill development training** programs in the reporting year Quarterly awareness sessions on **workplace practices**, **safety**, and **compliance** Open communication and **employee feedback mechanisms** implemented across operations


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LOOKING AHEAD

As Foxx Life Sciences continues to grow, we remain committed to strengthening **human rights governance**, promoting **fair labor practices**, and enhancing **responsible sourcing** across our **value chain**. Future initiatives will focus on expanding **employee engagement**, improving **supplier sustainability assessments**, and reinforcing a **workplace culture** built on **respect**, **inclusion**, **integrity**, and **accountability**.


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EMPLOYEE HEALTH, SAFETY & WELL-BEING

At Foxx Life Sciences, **employee health**, **safety**, and **well-being** are fundamental to our **operational culture** and **long-term success**. We are committed to maintaining a workplace where employees feel safe, supported, and empowered to perform at their best. Our approach extends beyond compliance by integrating **workplace safety**, **wellness**, and **employee care** into everyday operations. We maintain structured **health and safety practices** supported by internal policies, **preventive monitoring systems**, **workplace inspections**, and **employee engagement initiatives**. These measures help us identify risks early, strengthen workplace conditions, and promote **continuous improvement** across our facilities.

OUR APPROACH TO HEALTH & SAFETY

Foxx Life Sciences implements proactive occupational health and safety practices designed to protect employees and minimize workplace risks. Regular occupational health assessments are conducted to support early identification of potential concerns, particularly for employees working around chemicals, machinery, or high-noise environments.

To strengthen workplace safety and accountability, we maintain:

- Formal Health & Safety Policies and Safe Work Practices procedures
- Centralized incident reporting and corrective action procedures
- Routine workplace inspections and preventive risk assessments
- Ergonomic workstation evaluations and workplace improvement measures
- Open communication channels for reporting health and safety concerns

All incidents and safety observations are documented, reviewed, and addressed through corrective and preventive action systems to support transparency and continuous improvement.

Indicator	2023	2024	2025
Total Work-Related Injuries	0	2	0
Total Recordable Incident Rate (TRIR)	0	2	0
Lost Time Injury Frequency Rate (LTIFR)	0	0	0
Lost Days Due to Work-Related Injury or Illness	0	8	0
Emergency Drills Conducted	4	4	4

BUILDING A CULTURE OF WORKPLACE SAFETY

At Foxx Life Sciences, safety is a **shared responsibility across all levels of the organization**. Employees are encouraged to actively participate in identifying workplace hazards, improving safety practices, and supporting a proactive safety culture.

Our workplace safety initiatives focus on prevention, awareness, and long-term employee well-being through:

- Ergonomic workstation design and posture awareness initiatives
- RSI prevention and safe work practice programs
- Timely resolution of workplace ergonomic concerns
- Continuous monitoring of workplace conditions and operational safety

These initiatives have supported:

- 100% ergonomic assessment of workstations
- 75% employee participation in RSI prevention awareness initiatives
- Zero reported RSI-related incidents
- 100% resolution of ergonomic concerns within established timelines

EMPLOYEE WELLNESS & MENTAL WELL-BEING

Foxx Life Sciences recognizes that employee well-being extends beyond physical safety. We support employees through wellness initiatives and flexible workplace practices designed to encourage **work-life balance, mental well-being, and employee engagement**.
Employee wellness initiatives include:

- Flexible and hybrid working arrangements
- Paid Time Off (PTO), holiday pay, birthday leave, and bereavement leave
- Confidential counseling and employee support resources
- Annual mental health and wellness awareness sessions
- Employee feedback and engagement programs

Through these initiatives, we continue to foster a workplace culture built on respect, inclusion, safety, and employee well-being.



Foxx Life Sciences team engagement event fostering collaboration, employee connection, and a strong workplace culture

CREATING A WORKPLACE WHERE PEOPLE THRIVE

EMPLOYEE DIVERSITY AND WORKFORCE

Foxx Life Sciences is committed to fostering a diverse, equitable, and inclusive workplace **built on fairness, dignity, and respect. Our approach includes inclusive hiring, equal opportunity, fair compensation, workforce monitoring, and career development.**

Key initiatives and performance include:

- 100% employee coverage under equal opportunity practices and training
- Annual pay equity reviews and transparent compensation structures
- Mandatory age verification to prevent underage employment
- Accessible workplace infrastructure supporting employees with disabilities
- 85% of employees participated in leadership and skills development training
- 100% received performance and career development reviews
- Approximately 3% of working hours dedicated to employee training
- Employees completed an average of 5 training hours annually
- Approximately 2–5% of roles filled through internal promotions

Foxx continues to strengthen workforce diversity, employee development, accessibility, and inclusive leadership to support long-term organizational growth and sustainability.

Indicator	2023	2024	2025
Total Employees	92	133	166
Women Employees	32	37	40
Average Work Hours per Employee	9 hrs	9 hrs	9 hours
Women in Leadership Roles	4	5	5
Women in Senior Leadership Team (SLT)	2	2	2



Foxx Life Sciences team celebrating collective achievements and fostering a culture of collaboration, inclusion, and professional growth

WORKPLACE SUPPORT

Foxx Life Sciences places employee well-being at the center of its **social sustainability approach, focusing on workplace safety, work-life balance, employee support, and a respectful work environment.**
Key initiatives include:

- 15 days of annual paid time off
- Holiday pay, birthday leave, and bereavement leave
- Flexible and hybrid working arrangements
- Compliance with living and minimum wage requirements
- Regular manager interactions, performance discussions, and HR support
- Established communication and grievance mechanisms
- Workplace safety, wellness, employee recognition, and team engagement initiatives

Foxx regularly reviews employee feedback and people-related performance indicators to strengthen workplace practices, improve employee support, and foster a healthy, inclusive, and engaged workforce.



Foxx Life Sciences employees participating in a team building activity promoting employee well being and collaboration

TALENT AND RECRUITMENT MANAGEMENT

Foxx Life Sciences focuses on **attracting, developing, and retaining skilled employees to support operational excellence, innovation, and long-term business resilience**. Our talent management approach includes inclusive recruitment, structured onboarding, employee engagement, performance management, and continuous learning.
Key initiatives and performance include:

- Structured hiring with equal opportunity and mandatory age verification
- 90% participation in annual employee engagement surveys
- 85% of employees participated in leadership and skills development training
- 100% received performance and career development reviews
- Approximately 3% of working hours dedicated to employee training
- Average of 5 training hours per employee annually
- Approximately 2–5% of roles filled through internal promotions
- Flexible work arrangements and employee well-being initiatives

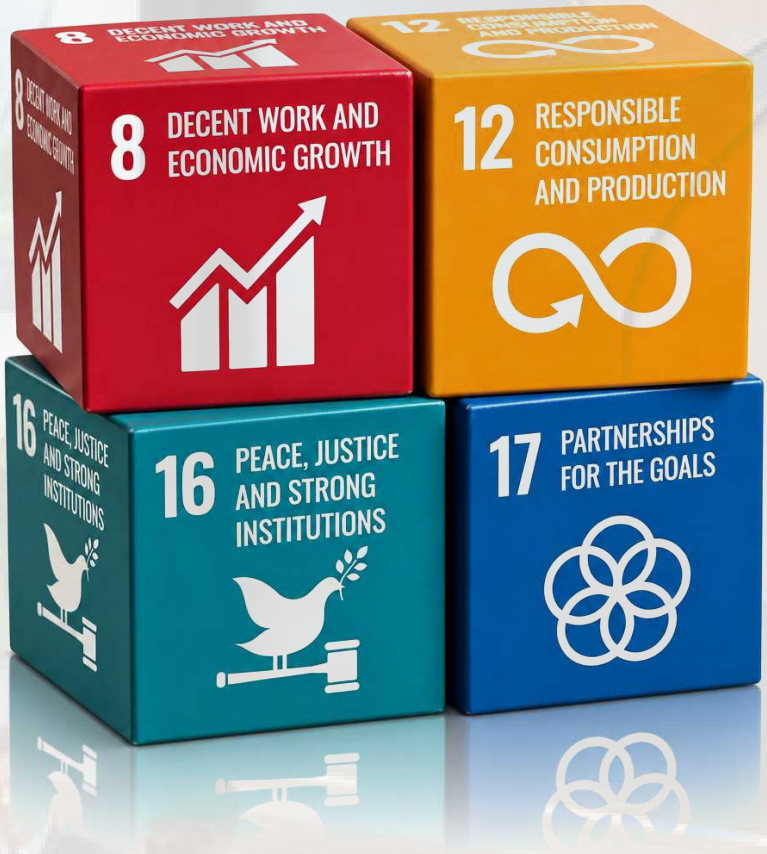
Foxx continues to review workforce metrics, employee feedback, recruitment performance, and retention trends to strengthen talent management and build a skilled, engaged, and future-ready workforce.



Foxx Life Sciences employees participating in an outdoor team building activity as part of employee engagement initiatives

Indicator	2023	2024	2025
Total Number of Employees in Senior Leadership Team (SLT)	14	14	14
Average Female Salary	34.6K	43.4K	USD 42.3K
Average Male Salary	43.7K	56.4K	USD 56.7K
Maternity / Paternity Return-to-Work Rate	0	1	0
Employees Retained 12 Months After Parental Leave	0	1	0
Employees Trained in DEI Topics	75%	85%	90%

OUR GOVERNANCE



OUR COMMITMENT

We are committed to conducting business with **integrity**, **transparency**, and **accountability** while upholding **strong governance practices** and **ethical standards** across our operations.

- Corporate Governance
- Ethics & Compliance
- Transparency & Accountability
- Risk Management
- Stakeholder Trust
- Sustainability Governance

GOVERNANCE & ETHICS

ESG GOVERNANCE STRUCTURE & LEADERSHIP OVERSIGHT

ESG matters are integrated into the company's governance structure through senior leadership and cross-functional management oversight. Regular reviews focus on **ESG and operational performance**; **risks, compliance gaps, and improvement opportunities**; **sustainability objectives and progress**; **corrective and preventive actions**; **environmental and workplace performance**; and **supplier and operational compliance**.

SUSTAINABILITY REPORTING & TRANSPARENCY

Foxx Life Sciences continues to strengthen sustainability data collection, validation, reporting, and disclosure processes. Key activities include **tracking Scope 1, 2, and selected Scope 3 emissions**; **monitoring and validating ESG metrics**; **developing ESG policies**; **engaging suppliers on sustainability**; **tracking workforce and governance indicators**; and **maintaining GHG accounting and reporting SOPs**.

POLICIES & ETHICAL FRAMEWORK

Foxx Life Sciences maintains policies and governance controls supporting ethical conduct, compliance, transparency, and responsible business practices. Key policies include the **Code of Conduct**, **Anti-Corruption Policy**, Labor **and Human Rights Policy**, **Information Security Policy**, **CSR Policy**, **Transparency and Reporting Policy**, and **Workplace Conduct and Anti-Harassment Policies**.

HUMAN RIGHTS & LABOR STANDARDS

Foxx Life Sciences is committed to protecting human rights and maintaining ethical labor practices across its operations and supply chain. The company maintains zero tolerance for child labor, forced labor, human trafficking, discrimination, harassment, and unethical treatment.

During the reporting period, the company recorded **zero child labor cases** and **zero forced labor or human trafficking cases**, while **suppliers remained aligned with ethical sourcing expectations**.

DIVERSITY, EQUITY, INCLUSION & WORKPLACE CONDUCT

Foxx Life Sciences promotes inclusion, fairness, respect, and equal opportunity throughout the employee lifecycle. Key practices include **equal opportunity hiring**, **fair employment and compensation**, **accessible and ergonomic workplaces**, **inclusive communication**, **anti-harassment procedures**, and **employee well-being initiatives**.

ANTI-CORRUPTION & BUSINESS ETHICS

Foxx Life Sciences maintains an anti-corruption framework supported by policies, internal controls, audits, risk assessments, approval procedures, conflict-of-interest controls, and third-party due diligence.

During the reporting period, there were **no confirmed corruption incidents** or **ethics-related whistleblower complaints**. **Corruption risk evaluations were conducted across operations**, and **no significant third-party corruption risks were identified**.

INFORMATION SECURITY & DATA PROTECTION

Foxx Life Sciences maintains information security and data protection controls to safeguard confidential and stakeholder information. Key measures include **data protection and confidentiality controls**, **secure information handling**, **access management and monitoring**, **incident response procedures**, **confidential reporting channels**, and **employee security awareness training**.



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ETHICS, WHISTLEBLOWING & TRANSPARENCY

Foxx Life Sciences provides confidential reporting and grievance mechanisms for employees and stakeholders to raise concerns regarding ethics, corruption, workplace conduct, harassment, privacy, and compliance.
Reported concerns are formally reviewed and addressed through corrective and preventive actions. During the reporting period, **no corruption, ethical misconduct, or data privacy complaints were reported**.

CONTINUOUS IMPROVEMENT AND FUTURE FOCUS

Foxx Life Sciences continuously reviews and strengthens its governance systems, sustainability management practices, compliance frameworks, and ethical standards through internal audits, management evaluations, employee feedback, and evolving industry best practices.

Looking ahead, the company remains committed to:

- Enhancing ESG risk assessment capabilities
- Strengthening sustainability governance systems
- Expanding third-party due diligence processes
- Advancing GHG accounting and sustainability reporting systems
- Reinforcing ethical sourcing and supplier engagement practices
- Increasing sustainability awareness and employee training
- Improving transparency and stakeholder communication

These efforts support Foxx Life Sciences' long-term sustainability strategy and commitment to responsible, ethical, and resilient business operations

ETHICS & COMPLIANCE TRAINING METRICS

Indicator	2023	2024	2025
Employees Trained on Anti-Corruption	83%	97%	98%
Employees Trained on Human Rights	70%	75%	80%
Management Trained on Anti-Corruption, Human Rights, Discrimination and Labor Laws	96%	100%	100%
Anti-Corruption Training Hours Delivered	1.5 hrs	2 hrs	2 hrs
Employees Acknowledging Code of Conduct	89%	97%	100%

BUILDING A RESILIENT & RESPONSIBLE SUPPLY CHAIN

Foxx Life Sciences recognizes that much of its **environmental and social impact** occurs across its **supply chain**. **Responsible sourcing**, **supplier collaboration**, and **supply chain resilience** are integrated into **procurement processes** to support **product quality**, **operational continuity**, and **long-term sustainability**.

MANAGEMENT APPROACH

Supply chain sustainability is managed through collaboration between procurement, quality, compliance, operations, and sustainability teams under **senior leadership oversight**. Suppliers are evaluated through structured qualification and monitoring processes covering quality, **regulatory compliance**, **ethics**, **environmental performance**, and **operational reliability**. Foxx continues to improve **supplier transparency** through enhanced **ESG data collection** and **performance monitoring**.

SUPPLIER ASSESSMENTS

Suppliers are evaluated across **environmental management, human rights, labor practices, ethics, health and safety, regulatory compliance, and sustainability performance**.
During the reporting period:

- 60% of suppliers completed full sustainability assessments
- 30% participated through questionnaire-based evaluations
- Supplier assessment completion increased by 10%
- Approximately 70% supplier engagement response rate was achieved
- Some suppliers maintain ISO 14001 and ISO 45001 certifications
- Suppliers are expected to comply with the Foxx Supplier Code of Conduct

SUPPLIER CODE OF CONDUCT & ETHICAL STANDARDS

Foxx Life Sciences requires suppliers and third-party partners to follow its **Supplier Code of Conduct**, covering:

- Ethical business practices and anti-corruption
- Human rights and fair labor
- Prohibition of child and forced labor
- Workplace health and safety
- Environmental responsibility
- Non-discrimination and anti-harassment
- Information security and confidentiality

Background checks and compliance screening covered **100% of new and high-risk suppliers** during the reporting period. **No supplier compliance issues were identified**.

ESG INTEGRATION INTO PROCUREMENT

ESG considerations are integrated into supplier evaluation and procurement decisions, with preference given to suppliers demonstrating **strong environmental, ethical, operational, and regulatory performance**.

During the reporting period:

- 100% of procurement staff received sustainable procurement training
- All identified supplier risks were addressed through corrective actions
- 100% of corrective actions received effectiveness reviews
- Supplier diversity and participation of women-owned and diverse businesses are encouraged where feasible

HUMAN RIGHTS, LABOR & WORKER ENGAGEMENT

Supplier assessments cover labor **conditions, worker welfare, discrimination and harassment prevention, health and safety, grievance mechanisms, and ethical conduct**. During the reporting period:

- An approximately 80% response rate was recorded for worker engagement mechanisms
- No supplier grievances related to labor, discrimination, harassment, or unethical conduct were reported

RESPONSIBLE PRODUCT STEWARDSHIP & CIRCULARITY

Foxx Life Sciences works with suppliers and customers to support **responsible product recovery, recycling, disposal, and end-of-life management**. **Approximately 10% of suppliers and customers maintained formal agreements covering responsible end-of-life practices** during the reporting period.

CONTINUOUS IMPROVEMENT & FUTURE FOCUS

Foxx Life Sciences will continue strengthening supply chain sustainability through:

- Expanding supplier ESG assessment coverage
- Increasing supplier participation in sustainability programs
- Strengthening third-party due diligence
- Introducing Scope 1 and 2 emissions calculation procedures for suppliers to support Scope 3 reporting
- Increasing adoption of recognized sustainability standards
- Expanding circular economy and waste-reduction initiatives

These efforts support a **transparent, resilient, ethical, and sustainable supply chain** aligned with Foxx Life Sciences' long-term business and ESG objectives.


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SUSTAINABLE PRODUCT INNOVATION

Foxx Life Sciences integrates sustainability into **product design, packaging, and operations** to reduce environmental impact while maintaining high standards of quality, safety, and performance. By improving material efficiency, optimizing processes, and adopting circular economy principles, the company develops innovative solutions that support long-term environmental responsibility.



SUSTAINABLE PACKAGING AND MATERIAL OPTIMIZATION

Foxx Life Sciences continues to improve packaging and product sustainability through **recyclable materials, material-efficient design, and optimized manufacturing processes**.



GREENER PRODUCTS AND SUSTAINABLE DESIGN

Sustainability is integrated into product development through **material-efficient design and optimized manufacturing**. Initiatives such as **reduced wall thickness, hollow structures, and adhesive-free designs** help **minimize plastic use and improve recyclability**.



CIRCULAR ECONOMY AND RESOURCE EFFICIENCY

Foxx Life Sciences is advancing **circular economy principles** through **waste reduction, material optimization, and product designs that improve recyclability and resource efficiency**.



RESPONSIBLE OPERATIONS AND SAFETY

Sustainable product innovation is supported by strong **environmental, health, and safety practices**, including **SOPs, MSDS protocols, preventive maintenance, and routine inspections**.

RISK, RESILIENCE & CLIMATE PREPAREDNESS

MANAGEMENT APPROACH

Foxx Life Sciences integrates **enterprise risk management** into its operations to strengthen **resilience**, **regulatory compliance**, and **business continuity**. Risks are identified, assessed, mitigated, and monitored across **strategic**, **operational**, **environmental**, **regulatory**, **cybersecurity**, and **climate-related** areas through **structured governance** and **continuous improvement**.

Risk Governance and Oversight

Risk oversight is led by **senior leadership** and **cross-functional teams**, with departments responsible for managing risks within their operations. Regular reviews, **internal audits**, and **corrective action plans** support effective **risk mitigation** and **organizational resilience**.

ENTERPRISE RISK MANAGEMENT FRAMEWORK

The **risk management framework** includes:

- **Risk identification and assessment** (including **HIRA**)
- **Risk prioritization** based on likelihood and impact
- Mitigation and corrective action plans
- Ongoing monitoring, audits, and compliance reviews

CLIMATE RISK MANAGEMENT

Climate risks are assessed across facilities to strengthen preparedness for **extreme weather** and **operational disruptions**. **Business continuity planning**, **preventive maintenance**, **energy efficiency**, and **sustainable procurement** support long-term **resilience**.
Information security is maintained through secure systems, regular assessments, and incident response procedures. During the reporting period, no significant **cybersecurity incidents** or **data breaches** were reported.

INFORMATION SECURITY AND OPERATIONAL RESILIENCE

Employees receive regular training on **workplace safety**, **environmental management**, ethics, information security, and **emergency preparedness**. Policies and SOPs are routinely updated to address evolving risks and **regulatory** requirements.

COMPLIANCE, TRAINING AND RISK CULTURE

Foxx Life Sciences promotes a strong culture of risk awareness and compliance through **regular employee training and engagement programs**. Employees receive quarterly training on **workplace safety, environmental management systems, chemical handling, information security, ethics, and emergency preparedness. Policies and Standard Operating Procedures (SOPs)** are regularly reviewed and updated to reflect **evolving regulatory requirements and operational risks**. **Training programs and internal communication initiatives** reinforce **employee awareness and accountability**, ensuring that **risk management remains integrated into day-to-day operations**.

CONTINUOUS IMPROVEMENT AND LOOKING AHEAD

Foxx Life Sciences continues to strengthen its risk management capabilities by **enhancing data monitoring systems**, **expanding climate risk evaluations**, **improving cybersecurity preparedness**, and **integrating advanced ESG risk indicators into operational reviews**.

Future priorities include **strengthening supply chain resilience**, **expanding climate adaptation strategies**, **increasing digital risk monitoring capabilities**, and **further embedding sustainability-related risks into enterprise-wide decision-making processes**. These initiatives will support **long-term operational stability, regulatory readiness, and sustainable business growth**.



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COMMUNITY IMPACT & ENGAGEMENT

EMPLOYEE-DRIVEN COMMUNITY INITIATIVES

Foxx Life Sciences supports science education through **Teacher Appreciation initiatives**, providing local educators with bags filled with laboratory products for use in their classrooms. These efforts help teachers create meaningful, hands-on learning experiences for students.

SUPPORTING LOCAL COMMUNITIES

As a family-owned life sciences company headquartered in Londonderry, NH, Foxx Life Sciences is committed to giving back through community partnerships, product donations, and support for educational and research programs.

SEASONAL GIVING & VOLUNTEERISM

Foxx Life Sciences contributes to the community through **seasonal giving, donations, and employee-supported initiatives**, helping provide resources and essential support to local families, educators, and community organizations.

INVESTING IN FUTURE TALENT

Foxx Life Sciences supports the next generation of scientists through **internships, university partnerships,** research support, and educational programs, providing opportunities for students to gain practical experience and explore careers in science.

LOOKING AHEAD

Foxx Life Sciences will continue strengthening its commitment to **science education and community engagement** through teacher support, educational partnerships, product donations, internships, and initiatives that create long-term social impact.



Glimpses from the Annual Teachers Giveaway 2025, supporting local educators

RESPONSIVE SERVICE, TRUSTED QUALITY

MANAGEMENT APPROACH

Foxx Life Sciences focuses on strong customer relationships through **quality products, responsive service, transparent communication, and continuous improvement**.

CUSTOMER ENGAGEMENT & COMMUNICATION

Regular **customer communication and feedback** help improve **products, delivery, service quality, and responsiveness**. **Sustainability and regulatory requirements** are also addressed through **customer collaboration**.

PRODUCT QUALITY, SAFETY & RELIABILITY

Quality systems, SOPs, and performance monitoring support **consistent product quality and safety**. **No major product safety incidents or recalls** were reported during the reporting period.

SUPPORTING CUSTOMERS THROUGH SUSTAINABILITY

Foxx works with customers on **sustainable packaging, material efficiency, product stewardship, emissions transparency, and circular economy initiatives**.

DATA SECURITY & CUSTOMER TRUST

Information security controls, risk assessments, employee training, and data protection procedures safeguard customer information. **No customer data breaches** were reported during the reporting period.

CONTINUOUS IMPROVEMENT

Foxx continues to improve **customer communication, service responsiveness, digital processes, and sustainability disclosures** while strengthening **data-driven customer feedback and collaboration.**

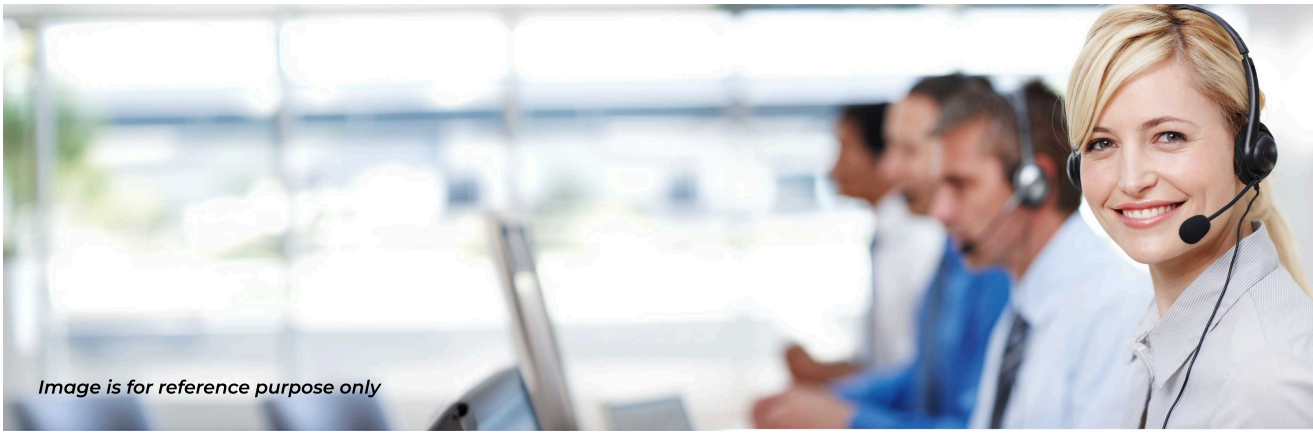


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VISION, GOALS & FUTURE ACTION

NET-ZERO COMMITMENT

Foxx Life Sciences is committed to achieving **net-zero emissions across Scopes 1, 2, and 3** through **energy efficiency, renewable energy, operational improvements, value-chain emission reductions, and credible solutions for residual emissions**.

SCIENCE-BASED CLIMATE TARGETS

Foxx aligns its climate strategy with **SBTi** and targets a **42% reduction in absolute GHG emissions by 2030 across Scopes 1, 2, and 3.**

FUTURE SUSTAINABILITY PRIORITIES

- Clean Energy: Expand renewable energy and energy efficiency.
- Circular Economy: Improve recyclability, material efficiency, and resource recovery.
- Sustainable Supply Chain: Strengthen responsible procurement and reduce Scope 3 emissions.
- Innovation & Digitalization: Improve ESG data and sustainability tracking.
- Stakeholder Collaboration: Engage employees, suppliers, and customers in sustainability initiatives.

COMMITMENT TO THE FUTURE

Foxx Life Sciences will continue integrating sustainability into innovation, operations, and decision-making through **measurable targets, responsible practices, and continuous improvement**.

SCOPE 1, 2, AND 3 EMISSIONS REDUCTION

42%

NET-ZERO TARGET

92%

TRANSPARENCY



OUR COMMITMENT

• We are committed to providing transparent, accurate, and accessible sustainability information that enables stakeholders to understand our performance, progress, and priorities.

GRI-Aligned Reporting

Additional ESG Metrics Data

Transparency

Stakeholder Accessibility

Contact & Feedback

DATA TRANSPARENCY & ESG REPORTING

GRI Standard	Disclosure	Description	Report Section	Remarks
GRI 2: General Disclosures 2021	2-3	Reporting period & frequency	About this Report	Annual reporting
	2-6	Activities value chain	Company Profile	Covered
	2-7	Employees	Social Performance	Fully reported
	2-8	Workers who are not employees	Social Performance	Covered
	2-9	Governance structure	Governance & Ethics	Covered
	2-10	Nomination and selection of the highest governance body	Governance & Ethics - Board Committees	Covered
	2-11	Chair of the highest governance body	Board of Directors	Covered
	2-12	Role of highest governance body	Governance Section	Covered
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance / Governance & Ethics	Covered
	2-15	Conflicts of interest	Governance & Ethics	Covered
	2-16	Communication of critical concerns	Stakeholder Engagement	Covered
	2-19	Remuneration policies	Governance & Ethics / HR (Employee compensation, benefits, bonus structure disclosed)	Covered
	2-20	Process to determine remuneration	Governance & Ethics / HR	Covered
	2-21	Annual total compensation ratio	Social Performance / HR	Covered
	2-22	Statement on sustainable development strategy	Chairman Message	Covered
	2-23	Policy commitments	Governance Policies	Covered
	2-24	Embedding policy commitments	SOPs & Training	Covered
	2-25	Processes to remediate negative impacts	Governance & Ethics / Risk Management	Covered
	2-26	Mechanisms for seeking advice and raising concerns	Governance & Ethics / Stakeholder Engagement	Covered
	2-29	Stakeholder engagement	Stakeholder Engagement	Fully reported
	2-30	Collective bargaining agreements	Social Performance / HR	Covered

GRI Standard	Disclosure	Description	Report Section	Remarks
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment	Fully reported
	3-2	List of material topics	Materiality Matrix	Covered
	3-3	Management of material topics	Sustainability Strategy	Covered
Environmental Standards - Energy	302-1	Energy consumption	Environmental Performance	Fully reported
	302-3	Energy intensity	Environmental Section	Covered
	302-4	Reduction of energy consumption	Environmental Performance	Fully reported
Emissions	305-1	Scope 1 emissions	GHG Emissions	Fully reported
	305-2	Scope 2 emissions	GHG Emissions	Fully reported
	305-3	Scope 3 emissions	Supply Chain Sustainability	Fully reported
	305-4	GHG emissions intensity	Environmental Performance	Fully reported
	305-5	Emissions reduction	Climate Strategy	Covered
	305-7	NOx, SOx, and other significant air emissions	Environmental Performance	Covered
Waste	306-1	Waste generation and significant waste-related impacts	Waste Management	Covered
	306-3	Waste generated	Waste Management	Fully reported
	306-4	Waste diverted	Waste Management	Covered
	306-5	Waste diverted to disposal	Waste Management	Fully reported
	303-5	Water consumption	Water Management	Fully reported
Water and Effluents	303-1	Interactions with water as a shared resource	Water Management	Covered
	303-3	Water withdrawal	Water Management	Covered
	303-4	Water discharge	Water Management	Covered
Social Standards - Employee	401-1	New hires & turnover	Talent and Recruitment	Covered
	401-2	Benefits provided to full-time employees	Employee Benefits	Fully reported
	402-3	Parental leave	Employee Benefits	Fully reported
	403-1	OHS management system	Health & Safety	Fully reported

GRI Standard	Disclosure	Description	Report Section	Remarks
OHS	403-2	Hazard identification, risk assessment & incident investigation	Health & Safety	Fully reported
	403-3	Occupational health services	Health & Safety	Fully reported
	403-4	Worker participation & consultation	Health & Safety	Fully reported
	403-5	Worker training on OHS	Health & Safety	Fully reported
	403-8	Workers covered by OHS management system	Health & Safety	Fully reported
	403-9	Work-related injuries	Safety Metrics	Covered
	403-10	Work-related ill health	Safety Metrics	Covered
Training and Education	404-1	Training hours	Training & Development	Fully reported
	404-2	Programs for upgrading employee skills & transition assistance	Training & Development	Fully reported
	404-3	Percentage of employees receiving performance & career development reviews	Training & Development	Fully reported
Diversity & Equal Opportunity	405-1	Diversity & inclusion	Workforce Diversity	Fully reported
	405-2	Ratio of basic salary and remuneration of women to men	Workforce Diversity	Fully reported
Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Labor and Human rights	Fully reported
Freedom of Association 2016	407-1	Operations and suppliers at risk for freedom of association	Supply chain management	Fully reported
Child Labor 2016	408-1	Operations and suppliers at risk for child labor	Labor and Human rights	Fully reported
Forced or Compulsory Labor 2016	409-1	Operations and suppliers at risk for forced labor	Supply chain management	Fully reported
Security Practices 2016	410-1	Security personnel trained in human rights policies	Labor and Human rights	Fully reported
Local Communities	413-1	Community engagement	CSR Initiatives	Covered
Governance Standards	205-1	Anti-corruption risk assessment	Governance & Ethics	Fully reported
	205-2	Anti-corruption training	Governance Section	Covered
	205-3	Confirmed incidents of corruption and actions taken	Governance & Ethics	Fully reported
Anticompetitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance & Ethics	Fully reported
	206-1	Anti-competitive Behavior	Governance	Covered
Customer Privacy	418-1	Data privacy & security	Information Security	Fully reported

GRI Standard	Disclosure	Description	Report Section	Remarks
Customer Privacy	418-1	Data privacy & security	Information Security	Fully reported
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Supply Chain Sustainability	Partially covered
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers screened using environmental criteria	Sustainable Procurement	Fully reported
	308-2	Negative environmental impacts in supply chain & actions taken	Supply Chain Sustainability	Covered
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers screened using social criteria	Sustainable Procurement	Fully reported
	414-2	Negative social impacts in supply chain & corrective actions	Supply Chain Sustainability	Covered
GRI 412: Human Rights Assessment 2016	412-1	Operations subjected to human rights reviews	Supply Chain Sustainability	Fully reported
	412-2	Employee training on human rights policies	Governance & Ethics	Covered
	412-3	Significant agreements including human rights clauses	Supplier Code of Conduct	Fully reported
Customer Health & Safety 2016	416-1	Assessment of health and safety impacts of product and services	Product Stewardship	Covered
Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Product Stewardship	Covered
	417-2	Incidents of non-compliance concerning product information and labeling	Product Stewardship	Covered

ESG METRICS & INDICATORS

LEARNING AND DEVELOPING SECTION

Indicator	2023	2024	2025
Total Training Hours per Employee	8 hrs	8 hrs	8 hrs
Total Employees Attending Training	100%	100%	100%
Employees Receiving Performance Reviews	85%	80%	80%
Employees Participating in Mandatory Training (Compliance, Ethics, Safety)	100%	100%	100%
New Hires Completing Onboarding Training Within Defined Period	100%	100%	100%
Compliance Training Hours	5 hrs	5 hrs	5 hrs
Training Hours by Category (Manager vs. Non-Manager)	2 hrs	2 hrs	2 hrs

LEARNING AND DEVELOPING SECTION

Metric	2023	2024	2025
Employees Trained	80	100	120
Employees Completing Mandatory Training	85%	90%	100%
New Hire Onboarding Completion	100%	100%	100%
Women Receiving Performance Reviews	45%	50%	60%
Compliance Training Coverage	85%	90%	100%
Avg training hours per employee	2 hrs	3 hrs	4 hrs

Metric	2025
Women in Senior Leadership Team	2
Women in Leadership Roles	5
Women Representation in Workforce	24.10%
Employees Trained in DEI Topics	90%
Equal Opportunity and Inclusive Workplace	Ongoing Commitment

Community Impact Metric	2025
Beneficiaries Reached	Teachers NH
Community Grievances Raised	0
Community Grievances Resolved	100%
Interns / Apprentices Supported	11
Local Hiring Rate	USA: 100%, India: 20%
Partnerships with Educational Institutions	Ongoing
Community Support Activities	Educational initiatives

Indicator	2023	2024	2025
Data Privacy Training Coverage	70%	85%	100%
Harassment or Discrimination Cases	0	0	0
Employee Grievances Reported	0	0	0
Whistleblower Reports Received	0	0	0
Whistleblower Cases Resolved	0	0	0
Board Members Trained on Anti-Corruption	96%	100%	100%
Occupational Illness Cases	0	0	0
Near-Miss Incidents Reported	0	0	0
Incidents Investigated and Closed	0	0	0
Employees Receiving Health Insurance	38.36%	38.16%	33.33%
Average Sick Leave Days per Employee	6	6	6

Scope 3 Emission Categories	2023 ($MTCO_2e$)	2024 ($MTCO_2e$)	2025 ($MTCO_2e$)
Purchased Goods	2042	1812	1957
Capital Goods	94	284	323
Fuel- and Energy-Related Activities	46	65	149
Upstream transportation and distribution	343	498	211
Waste generated in operations	12	14	16
Business Travel	31	105	94
Employee Commuting	178	233	337
Downstream transportation	489	916	450
End-of-Life Treatment of Sold Products	280	219	141
Total	**3515**	**4146**	**3724**

Indicator	2023	2024	2025
Permanent Employees	100%	98%	98%
Part-time Employees	0	2%	2%
Total New Hires	22%	21%	72%
Employee Turnover	54%	55%	68.43%
Employees Under 30 Years	40%	42%	30%
Employees Aged 30-50 Years	35%	33%	53%
Employees Above 50 Years	25%	25%	17%
Employees in Operations	10%	15%	17%
Interns / Apprentices	5%	9%	11%
Local Hires	100%	100%	100%
Internal Mobility (Promotions)	12.50%	13.22%	17.11%
Average Employee Tenure	2 years 8 months	3 years	3 years 7 months

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SUSTAINABILITY REPORT

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