



**INTEGRA Biosciences Holding AG**  
Switzerland

**Environmental Report**  
**2024**

First steps to report according to the VSME

July 25<sup>th</sup> 2025

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**Introduction**

This report follows the [Voluntary Sustainability Reporting Standard for non-listed SMEs \(VSME\)](#), which was published by the European Financial Reporting Advisory Group (EFRAG) in December 2024. This standard is designed to simplify and harmonize sustainability reporting for micro-, small- and medium-sized enterprises in the European Union. **The report covers the environmental and governance aspects of the standard.** (We have not collected all the required data for the social aspects, so we will refrain from providing a report.) It contains key figures and information that are important to our stakeholders and business partners. With this report, we aim to create transparency and underscore our commitment to responsible corporate behavior. The reporting period is from January 1 to December 31, 2024.

## General information

### B1 – Basis for preparation

This report is based on OPTION B: Basic Module and Comprehensive Module with additional data points that are likely to be requested, e.g. by corporate clients, on top of these modules.

The report has been prepared on a consolidated basis, i.e. the report includes information about INTEGRA Biosciences Holding AG with all subsidiaries, hereinafter referred to as INTEGRA.

INTEGRA Biosciences Holding AG	
Legal form	Joint-stock company
NACE sector classification code(s)	C22.2.9 – Manufacture of other plastic products C26.51 – Manufacture of instruments and appliances for measuring, testing and navigation
Size of balance sheet (Mio. CHF)	159
Turnover (Mio. CHF)	156
Number of employees	593

Table 1: Key statistics for INTEGRA Biosciences Holding AG.

Sites	Address	Postal code	City	Country	Coordinates (geolocation)
Production	Tardisstrasse 201	7205	Zizers	Switzerland	46.95819, 9.55461
Production	22 Friars Drive	NH 03051	Hudson	USA	42.74302, -71.43149
Production	2 Wentworth Drive	NH 03051	Hudson	USA	42.73663, -71.43156
Warehouse	57 Daniel Webster Hwy	NH 03054	Merrimack	USA	42.80339, -71.47627
Development	458 Brannan Street	CA 94107	San Francisco	USA	37.77935, -122.39581
Sales office	193-203 South Pine Road	QLD 4500	Brendale	Australia	-27.32443, 152.98178
Sales office	No. 515 Huanke Road	201315	Shanghai	China	31.17697, 121.60282
Sales office	Vallensbækvej 22A	2605	Brøndby	Denmark	55.64370, 12.39166
Sales office	8 avenue du Fief	95310	Saint Ouen l'Aumône	France	49.04422, 2.14443
Sales office	An der Amtmannsmühle 1	35444	Biebertal	Germany	50.61304, 8.61375
Sales office	Higashikanda 1-5-6, Chiyoda-ku	101-0031	Tokyo	Japan	37.93153, 139.13479
Postal address	Smederijstraat 2	4814 DB	Breda	Netherlands	51.59186, 4.76530
Sales office	2 Rivermead	RG19 4EP	Thatcham	United Kingdom	51.39506, -1.241132

Table 2: Countries of primary operations and sites owned, leased or managed by INTEGRA.

## C1 – Strategy: Business Model and Sustainability-related initiatives

Moving liquids in a precise and productive way is core to the work of many laboratory professionals in the life sciences industries. Since 1965, INTEGRA has been dedicated to developing liquid handling solutions that fulfill the needs of our customers in research, diagnostics and quality control. It is our passion to work side by side with our customers to understand their problems and meet their needs with innovative products. In order to do this, we maintain our own sales and support organizations in several countries in North America, Europe, Asia and Oceania, as well as a network of highly trained distribution partners worldwide.

INTEGRA has been [ISO 14001](#) certified by the [Swiss Association for Quality and Management Systems \(SQS\)](#) since September 5 2023. ISO 14001 is an international standard for environmental management systems that helps companies to achieve their environmental goals and minimize their environmental impact.

In addition, INTEGRA has company-wide emissions reduction targets validated by the [Science Based Targets initiative \(SBTi\)](#) to limit global warming to 1.5 °C and achieve net zero by 2050 at the latest. The SBTi is a partnership between several companies, including the Carbon Disclosure Project, the United Nations Global Compact and the World Wide Fund for Nature.

## B2/C2 – Practices, policies and future initiatives towards a more sustainable economy

The conscientious use of our resources is one of INTEGRA's guiding principles, and is anchored in the company philosophy.

To achieve customer satisfaction, the required quality level and our sustainability goals, INTEGRA implemented an effective, adequate and suitable Business Process Management System, which is maintained, monitored, analyzed and continually improved according to the requirements of the ISO 9001 and ISO 14001 standards, including processes needed and their interactions.

INTEGRA sets measurable environmental objectives and ensures the necessary resources are available to achieve them. Employee training and awareness programs are key to fostering a responsible environmental mindset across all levels. Regular monitoring, internal audits and management reviews are conducted to track progress and ensure compliance. INTEGRA's commitment to continuous improvement helps to optimize its environmental performance and reduce its ecological impacts.

By following these steps, INTEGRA demonstrates its dedication to sustainability and effective environmental management.

Topic	Sustainability practices/policies/future initiatives	Publicly available	Targets of the policies
Climate change	<a href="#">Corporate philosophy</a>	Yes, on <a href="#">download center</a> on webpage	Validated <a href="#">near-term</a> , long-term and <a href="#">net zero</a> science-based targets
Circular economy	Increase recycled content, de-fossilize consumables, cooperate with recyclers	Yes, <a href="#">article on webpage</a>	To become <a href="#">ISCC PLUS</a> -certified, to purchase bio-circular material

Table 3: INTEGRA's sustainability practices, policies and future initiatives.

Pollution, water and marine resources, biodiversity and ecosystems are not applicable. No communities are affected by INTEGRA's business.

Details about our future initiatives for transitioning towards a more sustainable economy are explained in more detail in section C3 – GHG reduction targets and climate transition.

## Environmental metrics

### B3 – Energy and greenhouse gas (GHG) emissions

Energy	Year	Energy consumption (MWh)			
		2021	2022	2023	2024
Energy consumption from natural gas		539	932	794	857
Energy consumption from fossil fuels		534	706	778	783
Electricity consumption		3316	4246	3874	4976
from conventional sources mix		2296	3121	525	104
from purchased renewable sources		372	392	2640	3900
from own photovoltaics		648	734	709	972
<b>Share of renewable electricity</b>		<b>48 %</b>	<b>43 %</b>	<b>86 %</b>	<b>98 %</b>
<b>Total energy consumption</b>		<b>4389</b>	<b>4884</b>	<b>5446</b>	<b>6616</b>

Table 4: INTEGRA's energy consumption and the share of renewable electricity.

### GHG emissions

The calculation of INTEGRA's carbon footprint is based on the internationally recognized standard *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*, including climate-relevant GHGs that are under the operational control of the company. To ensure consistency and methodological accuracy in carbon accounting, the carbon footprint for the reporting year 2024 has been calculated using updated emission factors. These updates reflect methodological adjustments only, such as revised radiative forcing index factors for air travel and updated background data from ecoinvent 3.10 and mobitool 3.0, in line with IPCC 2021 (GWP 100a) methodology. No structural changes (e.g. acquisitions, divestments, outsourcing/insourcing or reporting boundaries) have occurred.

The same methodological updates have been retroactively applied to the base year footprint to ensure comparability over time, in accordance with the GHG protocol mentioned above, and the recalculation requirements of the SBTi. As such, changes in emissions figures are proportional and do not affect the integrity of trend analyses or target tracking.

The total GHG emissions accounted for in 2024 amounted to **~13000 tCO<sub>2</sub>e**.



Table 5: INTEGRA's 2024 GHG emissions broken down into scope categories.

GHG emissions are assigned to 3 scopes as depicted below (Table 6). A distinction is made between where the emissions occur – at the company itself or in upstream or downstream processes for manufacturing and transporting goods.

**Scope 1:** includes all direct emissions from owned or controlled sources, such as business travels in company cars or the combustion of fuels in heating systems.

**Scope 2:** includes all indirect emissions from the production of purchased energy consumed by the company, for example from the burning of coal to produce electricity. If, for example, renewable energies are used to produce electricity, no emissions are reported here.

**Scope 3:** includes all other indirect emissions resulting from the production of raw materials, products or services used by the company and from business travel in vehicles not owned by the company.

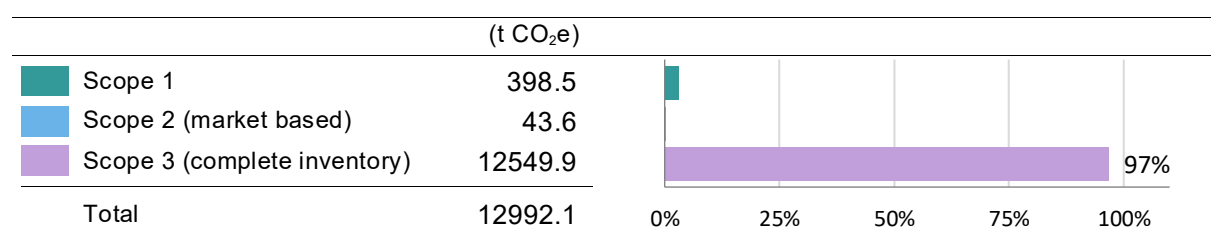


Table 6: INTEGRA's 2024 GHG emissions divided into 3 scopes according to the GHG protocol.

## C3 – GHG reduction targets and climate transition

### Our 1.5 °C ambition, validated by the [SBTi](#)

- INTEGRA commits to **reduce its absolute scope 1 and 2 GHG emissions by 46.2 %** by 2031 from a 2021 base year.
- INTEGRA also commits to increase its active annual sourcing of **renewable electricity** from 48 % in 2021 to **100 %** by 2030.
- INTEGRA further commits to **reduce its scope 3 GHG emissions** from purchased goods and services, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, use of sold products and end-of-life treatment of sold products **by 51.6 % per million CHF value added** by 2029 from a 2019 base year.

### INTEGRA's GHG emissions (scope 1 and scope 2)

INTEGRA's corporate GHG emissions of scope 1 and 2 counts for 3 % of its total emissions.

Year	INTEGRA's GHG emissions (tCO <sub>2</sub> e)	
	2021	2024
<b>Scope 1</b>	239	399
<b>Scope 2</b> (location based)	792	44
<b>Total scope 1+2</b> (SBTi target)	<b>1031</b>	<b>422</b>
<b>GHG intensity</b> (tCO <sub>2</sub> e/Mio. CHF)	5.4	2.8

Table 7: INTEGRA's environmental performance. ■ Base year for the SBTi target.

**We hit the first target in 2023 and had reduced our scope 1 and 2 emissions by 57 % by the end of 2024. This was achieved by transitioning all production facilities to exclusively renewable electricity.** In some countries, electricity suppliers cannot be chosen, so they are not yet able to switch to renewable electricity.

In fact, scope 1 emissions increased from 2021 to 2024. It is not yet possible to convert our sales fleet to electric cars because our sales staff often do not have access to charging facilities at home. Planning a new production building according to the LEED standard in the US, which is heated and cooled with fossil-free heat pumps, will also take several years. **Our mid-term goal is to achieve net zero across the whole company for scopes 1 and 2 by 2040.**

The new INTEGRA campus in Zizers makes a significant contribution to the company's [sustainability goals](#). The 3827 m<sup>2</sup> photovoltaic system is proving to be an important milestone. Together with the 2917 m<sup>2</sup> at our campus in Hudson, we can now produce 1000 MWh of electricity annually. The second target to increase the **share of renewable electricity** from 48 % in 2021 to 100 % in 2030 was **almost achieved in 2024 at 98 %.**

### Supply chain GHG emissions (scope 3)

Scope 3 emissions account for 97 % of INTEGRA's corporate emissions.

	Supply chain GHG emissions (tCO <sub>2e</sub> )			
	Year	2019	2021	2024
<b>Scope 3 (complete inventory)</b>		8727	17681	12550
3.1 Purchased goods and services		1969	4733	3388
3.2 Capital goods		713	612	644
3.3 Fuel- and energy-related activities		150	265	358
3.4 Upstream transportation		1106	5187	3052
3.5 Waste generated in operation		1	2	5
3.6 Business travel		1596	809	1014
3.7 Employee commuting		235	679	599
3.9 Downstream distribution		1701	2714	1696
3.11 Use of sold products		550	755	552
3.12 End-of-life treatment		706	1925	1242
<b>Scope 3 intensity (SBTi target, tCO<sub>2e</sub>/Mio. CHF)</b>		<b>108.5</b>	<b>91.9</b>	<b>77.4</b>

Table 8: Environmental performance of corporate activities since 2019 base year. ■ Base year of categories essential to and influenceable by our operations that are included in the SBTi target (at least 67% of scope 3 emissions).

In scope 3, emissions that are essential and influenceable by our operations are included in the SBTi target. **We are close to the target line, having reduced our relative scope 3 emissions by 28.7 %** from the base year. Across the supply chain, our action plan focuses on implementing measures that have the greatest potential impact.

**As most of our carbon emissions derive from the transport of goods, we are replacing air freight with sea freight wherever possible.** Proactive developments are in place to achieve this, including improved production planning, increased inventory levels, accurate data collection, and analyzing processes to ensure that no shipping space is wasted for more efficient fuel usage. In addition, our second tip production facility in Switzerland allows us to manufacture our pipette tips for European customers locally, eliminating the need to ship them from the US.

**Our second hotspot is the material of our consumables.** We do everything possible to **minimize the amount of plastic used** in our products and packaging while maintaining the highest quality and purity standards. GRIPTIPS® pipette tips in a 384 tip format, GREEN CHOICE inserts, lightweight ECO racks and the disposable reservoir inserts that fit into reusable base drastically reduce plastic waste. We have set ourselves the goal of gradually transitioning to fossil-free rack production over the next few years by using recycled or bio-based materials, further reducing our carbon footprint. In our supply chain we give preference to local suppliers who use renewable energy and recycle waste.

**Business travel is another important category.** Unfortunately, the number of work-related flights INTEGRA took increased in 2024, as close contact between our production sites in the US and Switzerland is important to us. We will reduce emissions by holding more remote meetings, extending stays and flying economy instead of business class whenever reasonable. Airlines' programs for using sustainable aviation fuel, which would further reduce emissions, cannot yet be easily booked in advance. With increasing sales figures, more sales representatives can cover smaller sales areas and can reach customers over shorter distances.

## B4 – Pollution of air, water, and soil

A list of the explicit pollutants is not applicable for INTEGRA. We process pollutants in compliance with all safety regulations in very small quantities that cannot cause any contamination. The risk potential and the environmental impact was assessed with low relevance for each process. CO<sub>2</sub> emissions in our supply chain and from transportation are already listed in section C3 – GHG reduction targets and climate transition.

## B5 – Biodiversity

INTEGRA does not operate near [biodiversity-sensitive areas](#) and does not have significant impacts on biodiversity in its value chain. However, we have sown 50 different species of native Swiss flowering plants over 1625 m<sup>2</sup> of roof space at our headquarters in Zizers, making use of the remaining area not covered by photovoltaics. Together with 240 m<sup>2</sup> of near-natural meadow, this contributes to the area's biodiversity and supports local ecosystems.

## B6 – Water

	Water withdrawal (m <sup>3</sup> )		
	Year	2023	2024
Both production sites		2741	3289
Sites in areas with high water stress		0	0

Table 9: INTEGRA's water withdrawal.

INTEGRA uses water for typical office purposes, such as drinking water and sanitary facilities, in standard household quantities. The water withdrawal of the sales offices is so low that it was not recorded.

There is no water consumption calculated as the difference between water withdrawal and discharge from production. Zizers (CH) and Hudson (NH; USA) are not located in an area with [water stress](#).

## B7 – Resource use, circular economy and waste management

### Resource consumption management

We rely on sustainable resource use and circular economy practices to minimize our environmental impact. This includes, but is not limited to:

- Eco-design analysis during the product development process at the level of long life, reparability and disassembly
- Flexible [preventative maintenance contracts](#) to guarantee that devices are always in good shape
- The use of reusable packaging from our component suppliers
- The use of FSC or sustainable forestry initiative-labelled paper and cardboard
- The use of cardboard packaging with the highest possible recycled content
- Closing material cycles through cooperation with recycling companies
- The launch of packaging made from recycled PET
- Replacing fossil-based polypropylene with bio-circular, ISCC PLUS-certified materials

### Waste management practices

Our waste management strategy aims to minimize waste generation and promote the reuse and recycling of materials.

	Year	Waste (t)	
		2023	2024
<b>Total volume of waste</b>		<b>219</b>	<b>274</b>
Incinerated waste		23	51
Recycled waste		192	223
Hazardous waste (batteries, chemicals)		5	0.2

Table 10: Waste generated by INTEGRA.

### Annual material flow

The VSME standard requires that an undertaking operating in a sector using significant material flows (for example manufacturing), shall disclose the annual mass-flow of relevant materials used. INTEGRA does not yet have a mass balance system for its products and so cannot provide any information at this time.

**Governance metrics**

**B11 – Convictions and fines for corruption and bribery**

<b>Anti-corruption and bribery violations</b>	<b>Number</b>
Convictions	0
Fines	0

Table 11: Convictions and fines for violations of anti-corruption and bribery laws.

During the reporting year 2024, there were no incidents related to corruption or bribery. There were no legal convictions or imposed fines associated with abuse of trust positions, and no entries related to the whistleblowing process.

**Disclaimer**

For inquiries regarding this report, please contact INTEGRA directly at [ule@integra-biosciences.com](mailto:ule@integra-biosciences.com).

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