



INTEGRA Biosciences Holding AG
Switzerland

Environmental Report
2025

Report according to the VSME standard

July 9th 2026

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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 on those. This report 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, 2025.

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)	C22.2.2 – Manufacture of plastic packing goods C22.2.9 – Manufacture of other plastic products C26.5.1 – Manufacture of instruments and appliances for measuring, testing and navigation
Size of balance sheet (Mio. CHF)	146
Turnover (Mio. CHF)	155
Number of employees	602
Country of principal business activities	Switzerland and United States of America

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
Sales office	10 Station Road, Theale	RG7 4PE	Berkshire	United Kingdom	51.43312, -1.07175

Table 2: Countries of primary operations and sites owned, leased or managed by INTEGRA. Postal addresses in Ireland and the Netherlands are not relevant in the context of this report.

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.

Approximately 70 % of our suppliers are based in the local region, while critical components are sourced globally. Our [Code of Conduct](#) is integral to our responsibility and behavior within INTEGRA and with our suppliers and partners. INTEGRA expects its suppliers to act in an environmentally conscious manner to minimize their impact on the environment and continuously reduce their greenhouse gas emissions. All deliveries must comply with the applicable EU regulations and the latest EN standards, as well as other standards and regulations customary in the industry.

The conscientious use of our resources is one of INTEGRA's guiding principles and is anchored in the [corporate philosophy](#). That is why we place particular emphasis on reparability, effective spare parts management, and reducing the amount of material used in single-use laboratory consumables.

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

Practices

INTEGRA has implemented an effective, adequate and suitable Business Process Management System to achieve customer satisfaction, the required quality level and our sustainability goals. This is maintained, monitored, analyzed and continually improved according to the requirements of the [ISO 9001 and ISO 14001](#) standards. INTEGRA is certified by the [Swiss Association for Quality and Management Systems \(SQS\)](#). The commitment to continuous improvement helps to optimize our environmental performance and reduce the ecological impacts.

In addition, INTEGRA has company-wide emission reduction targets validated by the [Science Based Targets initiative \(SBTi\)](#). 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, that aims to limit global warming to 1.5 °C and achieve net zero by 2050 at the latest.

INTEGRA sets measurable environmental objectives and ensures the necessary resources are available to achieve them. INTEGRA applies the following practices:

- Energy-efficient lighting and machinery
- Waste separation and recycling in the factory
- Use of 100 % green electricity, also produced from own photovoltaic systems
- Regular CO₂ monitoring and reporting
- Training courses on sustainability and work safety for employees
- Flexible working hours and working from home options to improve work-life balance
- Equal employment opportunities and fair working conditions
- Product development according to eco design guidelines

- Preference for regional suppliers with environmental certifications
- Shifting goods transport from air freight to sea freight

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

Policies

The following policies are intended to contribute to a transition to a more sustainable economy:

- Internal environmental policy with emission reduction targets
- Publicly accessible [Code of Conduct](#) for suppliers
- Internal staff regulations ensuring safety, data protection and equal treatment
- [Health Protection Statement](#) confirming safety and health protection of its employees

Future initiatives

Our future initiatives focus on implementing measures that have the greatest potential impact:

- Conversion of the vehicle fleet to e-mobility from 2027
- Expansion of our sustainable product ranges by material reduction
- Gradually transitioning to fossil-free consumables by using recycled or bio-based materials
- New production building in the US according to the LEED standard

Targets

INTEGRA has set itself the following measurable sustainability targets:

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

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	2024	2025
Energy consumption from natural gas		539	857	1,025
Energy consumption from fossil fuels		601	873	868
Energy consumption from distinct heat		0	40	20
Electricity consumption		3,316	4,976	5,014
from fossil sources		1,120	51	44
from nuclear sources		590	31	35
from purchased renewable sources		958	3,922	3,838
from own photovoltaics		648	972	1,097
Share of renewable electricity		36 %	98 %	98 %
Total energy consumption		4,456	6,745	6,927

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 *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 2025 has been calculated using updated emission factors.

These updates reflect methodological adjustments only, such as updated background data from myclimate release 1.24.2, 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.

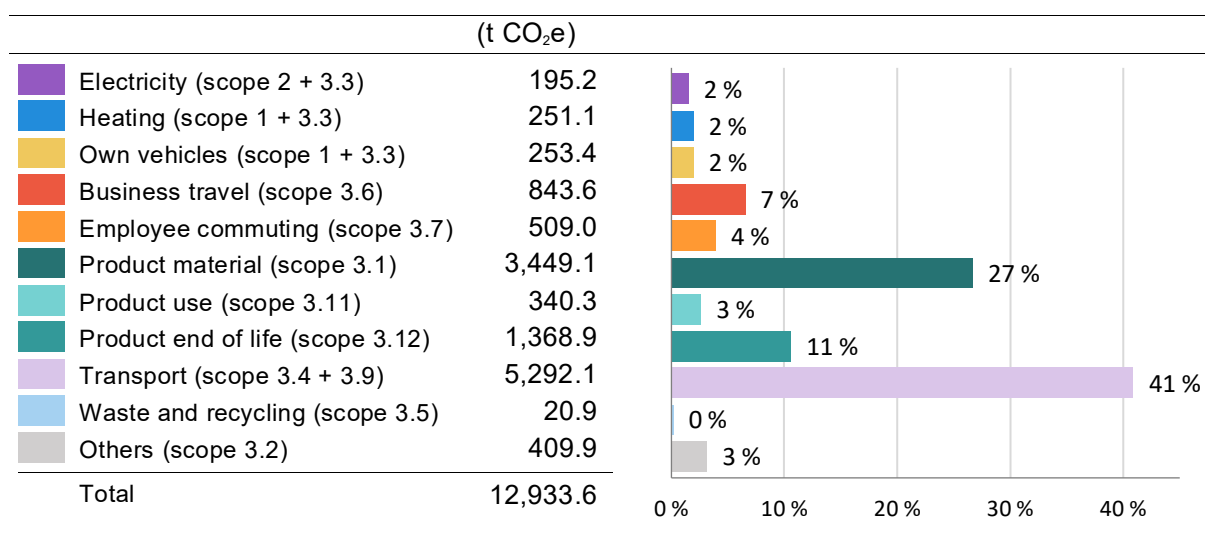


Table 5: INTEGRA's 2025 GHG emissions, broken down into scope categories.

The same methodological updates have been retroactively applied to the previous year's 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 2025 amounted to **~13,000 tCO₂e**.

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 travel 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 instance 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.

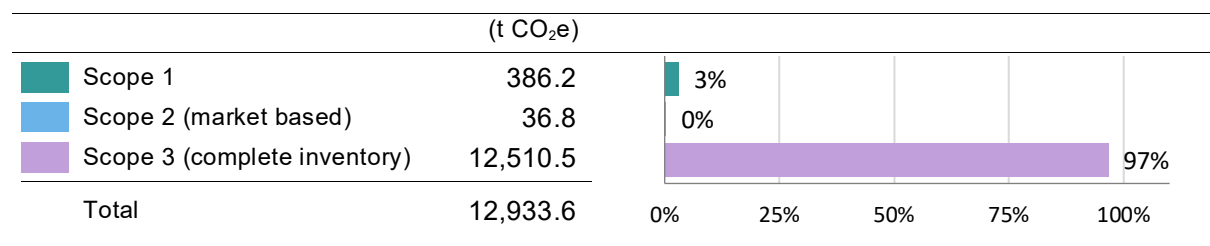


Table 6: INTEGRA's 2025 GHG emissions are divided into 3 scopes according to the GHG protocol.

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 % until 2031 from the base year 2021.

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.

	INTEGRA's GHG emissions (tCO _{2e})			
	Year	2021	2024	2025
Scope 1		237	358	386
Scope 2, market based		787	45	37
(Scope 2, location based)		861	1,135	1,149
Total scope 1+2 (SBTi target)		1,024	403	423
GHG intensity (tCO_{2e}/Mio. CHF)		5.4	2.6	2.7

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

In line with the company's sustainability goals, we **achieved and exceeded our 2031 combined Scope 1 and Scope 2 emissions reduction targets as early as 2025**. This milestone was driven primarily by the installation of large-scale photovoltaic systems at our manufacturing facilities in Zizers, Switzerland (3,827 m²) and Hudson, USA (2,917 m²), which together generate approximately 1,000 MWh of renewable electricity annually.

Overall, **98% of our energy consumption now comes from renewable sources**. We remain committed to further increasing the share of renewable energy and thereby continuously improve our environmental performance.

Although our Scope 1 emissions have increased since 2021 with the company's continued growth, we remain firmly committed to **achieving net-zero Scope 1 and Scope 2 emissions across the company by 2040**. To reach this goal, we will focus on two key initiatives: continuously transition our company fleet to electric vehicles where possible and investing in the construction of a new LEED-certified production facility in the United States. This new building will be heated and cooled using high-efficiency heat pump technology, significantly reducing its operational carbon footprint.

Supply chain GHG emissions (scope 3)

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

	Supply chain GHG emissions (tCO _{2e})				
	Year	2019	2021	2024	2025
Scope 3 (complete inventory)		8,689	17,399	12,550	12,510
3.1 Purchased goods and services		1,966	4,726	3,378	3,449
3.2 Capital goods		790	612	644	410
3.3 Fuel- and energy-related activities		155	274	356	277
3.4 Upstream transportation		1,084	5,176	3,047	3,397
3.5 Waste generated in operation		72	194	17	21
3.6 Business travel		1,570	785	985	844
3.7 Employee commuting		197	571	507	509
3.9 Downstream distribution		1,684	2,608	1,817	1,895
3.11 Use of sold products		468	533	350	340
3.12 End-of-life treatment		703	1,920	1,237	1,369
Scope 3 intensity (SBTi target, tCO_{2e}/Mio. CHF)		106.8	90.8	75.4	80.5

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).

All essential scope 3 emissions which are influenceable by our operations are included in our SBTi targets. From 2019 to 2024 we continuously reduced our scope 3 emissions by overall 28.7 % in line with our SBTi targets.

In 2025, we were unable to maintain the positive downward trend in our Scope 3 emissions for two main reasons. First, we did not achieve the planned reduction in our overall emissions. Second and more important, our value added declined significantly due to the appreciation of the Swiss franc (CHF) against both the US dollar (USD) and the euro (EUR).

We fell short of our emission reduction targets because we were unable to reduce transportation-related emissions by shifting from air freight to sea freight as planned. This was primarily driven by three factors: short-term inventory management challenges during the implementation of a new ERP system; delays in establishing dedicated consumables production in Switzerland for the European and Asian markets; and broader uncertainty resulting from changing tariff regimes and ongoing disruptions across global supply chains. Although we achieved improvements in other areas at the same time, such as in business travel, fuel and energy-related activities and consumable products, these were not sufficient to offset the higher transportation-related emissions.

Moving forward, we continue to further minimize the amount of plastic used in our consumable products and packaging while maintaining the highest quality and purity standards. In addition, we will gradually transition to using fossil-free and recycled plastics over the coming years to further reduce our environmental footprint.

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. CO₂ 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 m² of roof space at our headquarters in Zizers, making use of the remaining area not covered by photovoltaics. Together with 240 m² of near-natural meadow, this contributes to the area's biodiversity and supports local ecosystems.

B6 – Water

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.

	Water withdrawal (m³)			
	Year	2023	2024	2025
Both production sites		2,741	3,289	5,530
Sites in areas with high water stress		0	0	0

Table 9: INTEGRA's water withdrawal.

There is no water consumption calculated as the difference between water withdrawal and discharge from production. Both our production sites in 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 and long-term availability of spare parts
- The use of reusable packaging from our component suppliers
- The use of cardboard packaging with the highest possible recycled content and from sustainable source
- Closing material cycles through cooperation with recycling companies
- Replacing fossil-based polypropylene with recycled or 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.

	Waste (t)			
	Year	2023	2024	2025
Total volume of waste		219	274	272
Incinerated waste		23	51	62
Recycled waste		192	223	208
Hazardous waste (batteries, chemicals)		5	0.2	1.9

Table 10: Waste generated by INTEGRA.

Annual material flow

INTEGRA does not yet maintain a mass balance system for its products and so cannot provide any detailed information at this time.

Governance metrics

B11 – Convictions and fines for corruption and bribery

Anti-corruption and bribery violations	Number
Convictions	0
Fines	0

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

During the reporting year 2025, 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.

INTEGRA Biosciences Holding AG
 Tardisstrasse 201
 CH-7205 Zizers, Switzerland
 Tel: +41 81 286 95 30
www.integra-biosciences.com