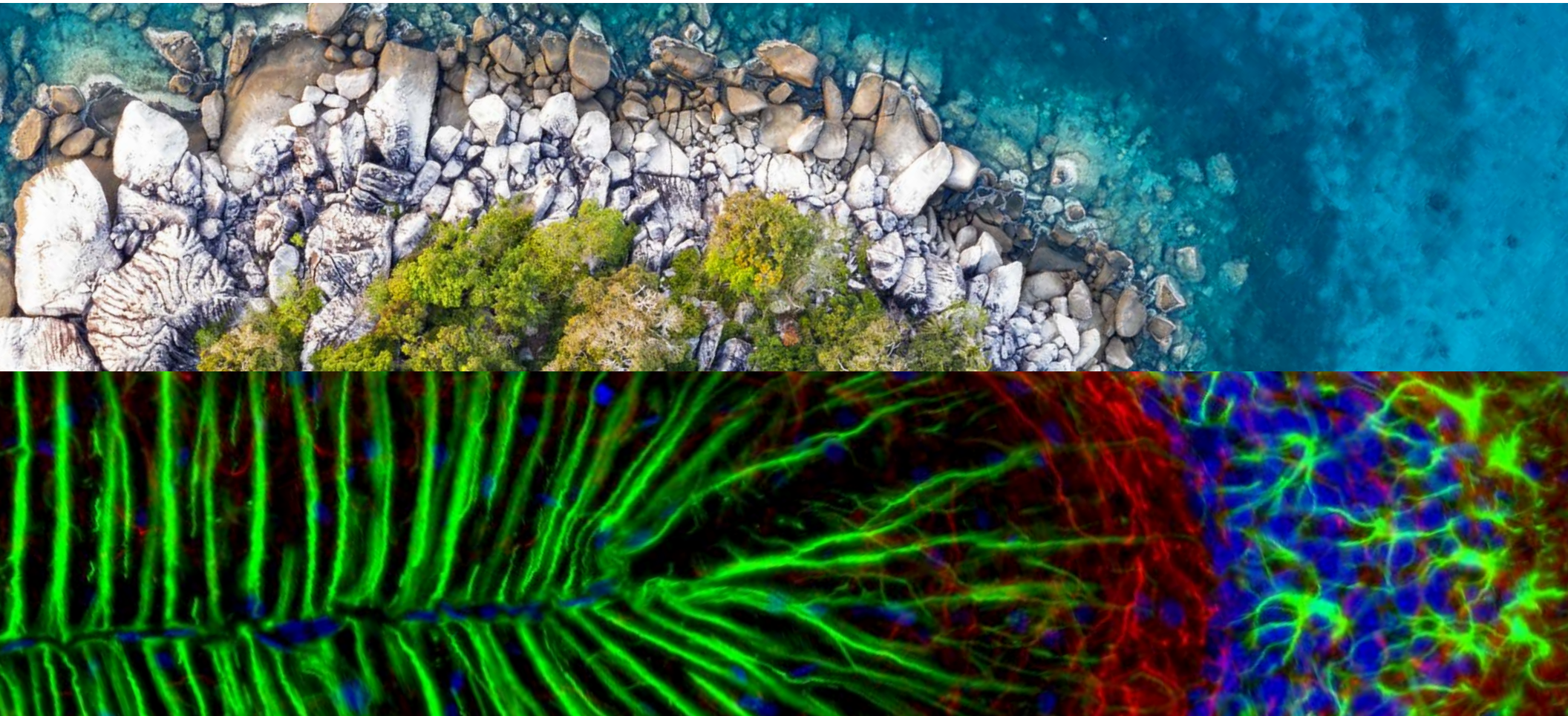


2024 Report

Social and Environmental Impact



Letter from the President & CEO

“

As I think about the future that my grandchildren will experience on this beautiful speck in the universe, it's clear that the time for incremental change has passed.”

— **Michael J. Comb**, PhD

Around the globe, we are witnessing unprecedented changes to the Earth's systems that demand our immediate action. As the planet's surface temperature rises, our oceans become more acidic, threatening global biodiversity and all who depend on it. The delicate balance of life's ecosystems continues to be pushed to its tipping point by humans.

The scientific evidence is clear—human activities are driving climate change and biodiversity loss at an alarming rate. The consequences of inaction are dire. Rising temperatures and changing weather patterns are contributing to more frequent and intense natural disasters that devastate communities, adversely impact human health, food security, and economic stability worldwide.

As a nature lover and CEO of a private, family-owned biotech company, I acknowledge my responsibility and the role of Cell Signaling

Technology (CST) in the larger world economy and the impact we can have on the world around us. As responsible corporate citizens, we have a moral obligation to lead by example and take bold steps to address this crisis.

At CST, we are committed to being part of the solution. That's why we continue to implement more sustainable practices every year. We are proud members of 1% for the Planet, supporting environmentally responsible endeavors as we work toward our goal of zero net emissions by 2029.

But we can't do this alone. Together, we must support non-profits and commercial enterprises driving the transition to a fossil fuel-free global economy. Businesses have a responsibility to reduce waste and greenhouse gas emissions as they transition to more sustainable manufacturing practices. It is also imperative that we support efforts to rewild the planet and protect biodiversity.

I'm calling on fellow business leaders, innovators, and global citizens to join us in the vital effort to combat climate change. We must work together to secure a sustainable future for our planet and the generations to come. The time to act is now.

As I think about the future that my grandchildren will experience on this “beautiful blue speck in the universe,” it's clear that the time for incremental change has passed. To ensure that future generations can enjoy the safety and beauty of the natural world, we need to share our knowledge and learn to build more sustainable ways of living and doing business.



A stylized, handwritten signature in black ink that reads "Michael Comb".

Michael J. Comb, PhD,
President and Chief Executive Officer

Environmental & Social Responsibility at CST

Our mission at Cell Signaling Technology (CST) has always been to advance science—and to do so responsibly. We do what’s right to support our employees, customers, communities, and the planet.

CST is a *different* kind of life sciences company—one founded, owned, and led by active research scientists, with the highest standards of product and service quality, technological innovation, and scientific rigor for over 25 years. We consistently provide fellow scientists around the globe with best-in-class products and services to fuel their quests for discovery.



We’re also dedicated to helping identify solutions to other problems facing our world. We believe that all businesses must be responsible and work in partnership with local communities while seeking to minimize their environmental impact. That’s why we’re committed to achieving net zero emissions by 2029, why we’re constantly innovating to become a more sustainable company, and why we joined 1% for the Planet as its first life science member.

At CST, we’re committing at least 1% of our total annual revenue to non-profit organizations helping to protect the Earth for future generations.



With over 600 employees around the world, we continuously collaborate in innovative ways to improve our products while operating in more sustainable and socially responsible ways every year. We do all of this while staying true to our values encompassed by these three pillars that connect to our mission:

- **Innovation & Operations**
- **Planet & Health**
- **Culture & Community**

These pillars speak to who CST is as a company, and our ability to create positive change. It is essential that we align with the impact areas outlined in the UN's **Sustainable Development Goals (SDGs)**.^{*} Only through committed global collaboration on these key strategies can we amplify our impact on sustainability and social responsibility. This requires a holistic approach, engaging other business sectors and industries to address interconnected issues and take action now.

In this report, you will see how CST plans to accomplish our goals under each of the three pillars using a wide variety of programs to advance specific efforts.



^{*}Throughout this Impact Report we have indicated the SDG icons that best align with the pillar-specific content. The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States. For a complete description of the 17 SDGs please visit un.org/sustainabledevelopment.

Innovations & Operations

Research laboratories provide innovative solutions to people all over the world, but they are also very resource-intensive and can have a negative impact on the environment. Now, more than ever, sustainable solutions are needed to combat climate change and improve planetary health.

With research and manufacturing facilities in the USA and products shipped globally, we conscientiously monitor our environmental footprint and work to minimize it. CST has committed to achieving net-zero emissions by 2029 and tracks greenhouse gas emissions annually. We are actively working to minimize our waste, conserve water, and implement innovative technologies and solutions that reduce our energy use.



CST has implemented programs to conserve resources and promote sustainable laboratory practices.



Resource Conservation

Behavior Change at the Bench

In 2023, CST piloted the My Green Lab Certification program in our labs. Each pilot group achieved the highest certification level. This initiative resulted in tangible results based on everyday actions our scientists take to make an impact, while also fostering important conversations about sustainability.



In 2023, CST shared a significant portion of lab consumables with Gloucester Marine Genomics Institute to help support the hands-on STEM education of future scientists. Over 330 pieces of lab equipment were also donated to Seeding Labs in 2023 to support expanded access to scientific research in developing countries.

Lab Plastic Circularity

CST launched a pilot program in 2023 to collect single-use plastics coming from our labs that were previously unrecyclable and circularize them into resin that will be used to create new lab consumables. This program was made possible through a partnership with Polycarbin.

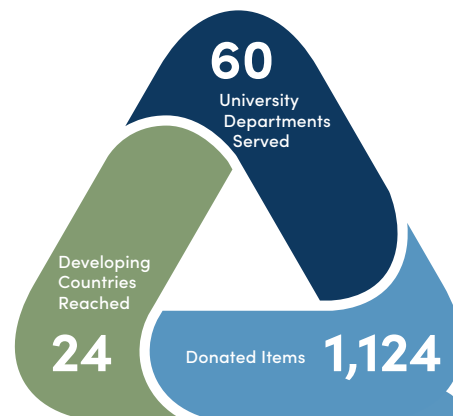
Equipment Reuse

Through a partnership with the non-profit Seeding Labs, CST donates gently used, functional lab equipment to institutions in developing countries, extending the lifecycle of scientific instruments and supporting global research capabilities.

Donations of research equipment from CST to Seeding Labs' Instrumental Access program have helped over 60 university research departments in dozens of developing countries worldwide.

Water Conservation

To reduce water consumption, CST installed water submeters at its HQ facility, utilizing software that tracks water consumption at different locations throughout the building. This enables us to differentiate between lab and non-lab usage, identifying ways and places to consistently reduce our water consumption.



5,440 pounds total plastic recycled



5,993,610 gallons of water conserved from plastic recycling!

Resource & Education

Scientist Seminars

CST continually works to support the growth and development of its employees in a variety of ways—including by hosting a multitude of educational talks and seminars. Employees hear from visiting guest experts in many different fields. Topics range from the latest scientific research to environmental sustainability approaches to efforts aimed at advancing social responsibility and the arts. Below are a sampling of topics that have been covered.



Scientific Research

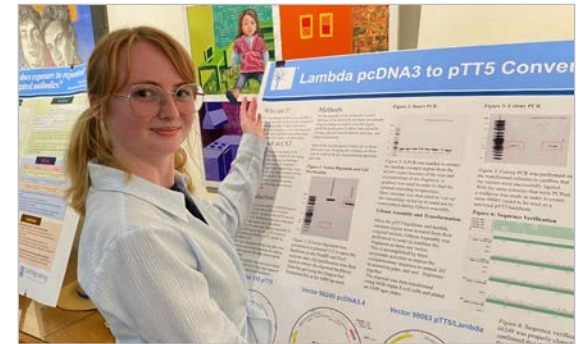
Denis Schapiro, PhD: “Google Maps” for tissue biology—Mapping tissues with spatial omics technologies

Internships

Since our founding, we’ve helped guide and support the next generation of scientists by offering hands-on internship opportunities for students at our US-based facilities.

Annually, student interns at CST are paired with mentors across different departments, including R&D, Production, Marketing, and Information Technology. Many interns are invited to continue their internships for multiple years, and several have returned as full-time employees after completing

their degrees. Since 2018, we have hosted 80 paid interns and invested over \$375K in our internship program.



Environmental & Social Responsibility

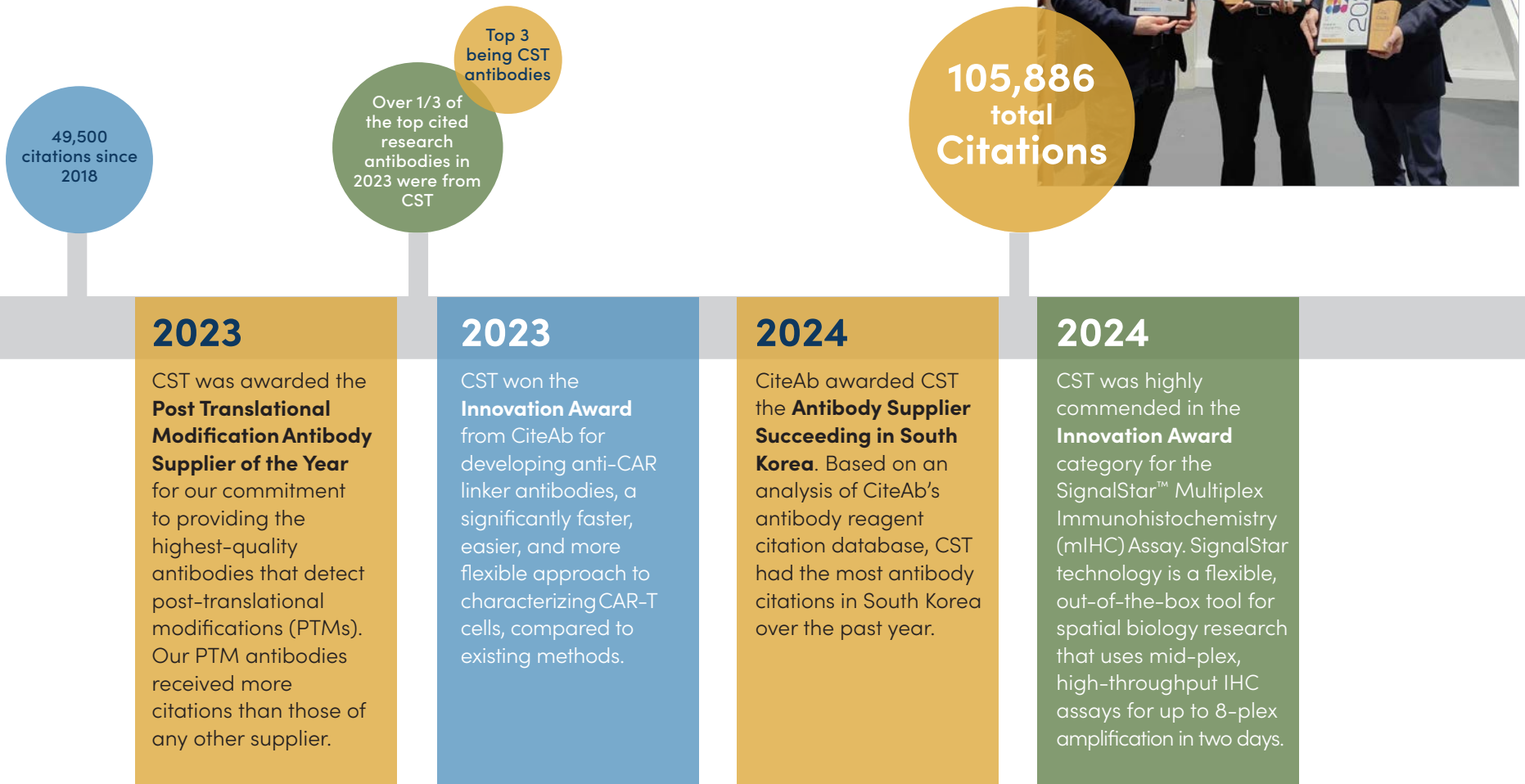
David A. Moskowitz: Why salmon and steelhead hatcheries haven’t and don’t work to conserve wild salmon and steelhead— A history—and what comes next?



Diversity, Equity & Inclusion

Hira Ali: Intercultural Communication

Scientific Publications & Awards



Development & Production

Sustainable Packaging & Shipping

We continue to redesign our packaging and utilize the most recyclable materials to reduce our environmental footprint and produce less waste for our customers. We are maximizing ambient shipping, and all of our products undergo careful temperature stability testing to ensure they'll perform as expected.

Supply Chain

CST works with many different product suppliers, contractors, and distributors. We know that not all companies hold the same values and operate with the same responsible practices. That's why we believe it's paramount to choose the companies that we work with carefully. We have published a Procurement and Supplier Code of Conduct that makes

clear the sustainability, ethical, and socially responsible practices that must be adhered to by any of our business partners.

External Reporting

At CST, we're committed to transparency and taking action based on data and continuous improvement. With that in mind, we work with EcoVadis—the world's largest and most trusted provider of business sustainability ratings—to better understand our sustainability efforts and learn where we can continue to improve. In 2023, CST completed an assessment via EcoVadis and earned the Bronze EcoVadis Sustainability Badge—an honor awarded to companies in

the top 35% of all companies for sustainable, ethical, and socially responsible business practices.

Environmental Health & Safety

While making strides toward our sustainability goals, CST works to ensure that our facilities operate safely and efficiently—all while reducing waste. As CST continues to innovate, our automation and scientific equipment needs grow, which requires thoughtful use of our floorplans. Continuous improvement endeavors have helped to assess the storage capacity, equipment locations, and efficiency of movement within a space for our scientists.



By switching to using ClimaCell thermal insulation for cold packaging, CST is preventing over 10,000 cubic feet of plastic packaging from ending up in landfills per year and reducing our average carbon emissions by over 11.4 MTCDE (metric tons of carbon dioxide equivalent).



Over the past few years, CST has undertaken a vital improvement by upgrading a substantial portion of our biosafety cabinets. 32 were updated to new units with ergonomic sashes, easily changeable HEPA filters, and, importantly, energy-saving standby mode. The new hoods are reducing energy consumption 65% compared to our old models.



Planet & Health



As a life sciences company, we're developing research products and tools that help scientists discover advancements with the potential to improve and extend lives. But none of that matters if we can't ensure a healthy planet for the future of humanity.

The effects of climate change are real, and we see them every day with extreme weather events, wildfires, ocean acidification, and increased global temperatures. Ecosystems are dying, diminishing biodiversity worldwide and causing devastating species loss.

Our approach is holistic. We're continually exploring and finding opportunities

to create positive change and lower greenhouse gas emissions to advance our sustainability goals. We're factoring in the importance of the health and well-being of our employees—and everyone else. And, as a member of 1% for the Planet, we're prioritizing our philanthropic contributions to support organizations dedicated to protecting the environment.

We must act now and do our part to reduce our greenhouse gas emissions, combat the biodiversity crisis, and ensure the health of our planet and all who inhabit it.



Climate & Energy

Climate Goal

We have an ambitious, science-driven goal of achieving net-zero greenhouse gas emissions by 2029, the 30th anniversary of our founding. To accomplish this, we're following a detailed, multifaceted, and phased plan. It ensures that we measure all scopes of our greenhouse gas (GHG) emissions and take steps to reduce them as much as possible while offsetting the remaining footprint through closely vetted and meaningful projects.

CST has implemented systems to track and measure our energy, waste, and water consumption. Each year, we analyze the most relevant categories in our greenhouse gas inventory across all three scopes to make real reductions in our emissions.

Roadmap & Strategy



Operational
Reduce emissions that we have control over and can affect through our facilities, processes, and employee engagement.



Alternative Modes

Actively explore, vet, and purchase carbon offsets and renewable energy credits.

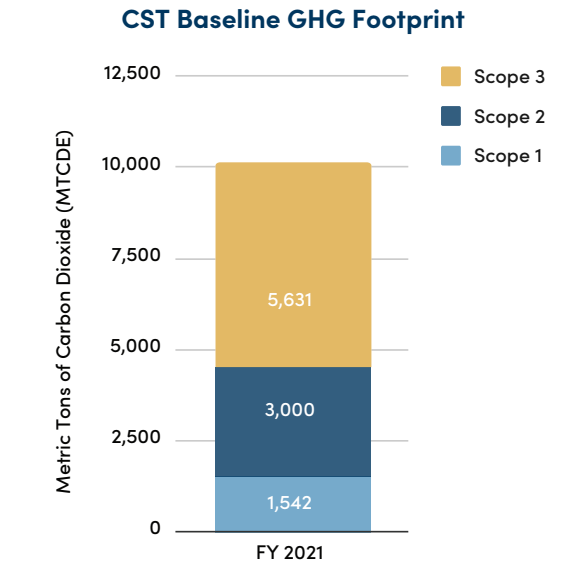
Supply Chain

Engage suppliers to establish climate goals, track emissions, and report. Incorporate into decision making.

Climate & Energy

Onsite Renewables

Renewable energy helps reduce air pollution and emissions to combat climate change. CST has installed solar panels on the rooftops at our Trask Lane and Tozer Road facilities in the US.



Fiscal Year (FY)	Scope 1	Scope 2	Total
2022	1,157 MTCDE	2,910 MTCDE	4,067 MTCDE
2023	1,115 MTCDE	2,915 MTCDE	4,030 MTCDE

Energy Conservation

Across our campuses, we’re striving to make improvements that both reduce our impact on the environment and help create a more comfortable, efficient workplace.

Our building management system, combined with building analytics through

CopperTree, offers 24/7 monitoring for fault detection and diagnostics. These analytics help us understand how our mechanical systems are functioning so we can discover deficiencies, find solutions, and implement new energy conservation measures.



510 MWh

The solar array at Trask Lane has generated 510 Megawatt Hours (MWh) over its lifetime and avoided 306 metric tons of carbon dioxide (MTCDE).

1210 MWh

The array at Tozer Road has generated 1210 MWh over its lifetime and avoided 726 MTCDE.

Nature & Ecosystems

As humans, we often speak about the effects of climate change in terms of our own livelihoods. How will extreme weather impact my community or home? Could pollution cause adverse health issues for myself or my loved ones? What will the future of the planet look like for my children and grandchildren?

In our environmental efforts, we're taking precautions to prevent future damage while combating the current crises that need immediate attention through action and funding work on the ground by these organizations and others.

Osa Conservation*

Costa Rica's Osa Peninsula is globally significant for its biodiversity. Guided by science, Osa Conservation is dedicated to helping this landscape thrive and teaching others how to implement the same practices in other parts of the world.



Mamoni Valley Preserve*

For over 20 years, Mamoni Valley Preserve has been fighting to protect the rich ecosystem of Panama's Mamoni Valley. Through their efforts, they're protecting thousands of species of plants and animals, as well as local communities and indigenous lands.



Hearts in the Ice*

The impact of climate change is affecting the polar regions 4-5x faster than the rest of the globe, a warning to our planet. Hearts in the Ice is a global movement of climate ambassadors dedicated to promoting social engagement and measurable action around key polar issues. They inspire, connect, educate, and ignite action in the pursuit of a healthier planet.



*Please see the Appendix of Giving for a full list of non-profits we support.

Nature & Ecosystems

Community Garden & Pollinators

The CST Garden Club maintains community gardens at our US facilities. Garden Club members learn how to grow their own produce and explore plant-based diets, while gaining a better understanding of biodiversity and the importance of pollinators. Harvested produce is available to employees and is served in our cafeterias.

Pollinator gardens, located at our US facilities, provide access to wildflowers, and, to protect our pollinators further, we landscape organically and don't use pesticides. We also host beehives these facilities.



Every year,
our **4 hives**
produce approximately
80 lbs of honey

Each year, we host a beehive opening for employees to educate them on how important bees are as pollinators

Individual Action: Food & Travel

Healthy Dining

While adopting an exclusively plant-based diet isn't for everyone, we support our employees who choose to eat less animal-based food by offering free plant-based meals at all of our US facilities.

Another way we're making mealtime more mindful? All dining materials, from plates and napkins to flatware and coffee mugs, are reusable or compostable. This way, we can avoid single-use items in our cafes and minimize waste as much as possible.



Transportation & Travel

As a business, we're taking steps to inspire and support employees to reduce their individual footprint. We're committed to a future of electric vehicles for the health of our planet. That's why we offer our global employees a personal EV incentive of \$10,000 toward a qualified purchase. We've also equipped our US facilities with 25 charging stations, which are free for employees to use.

We recognize that there are many eco-friendly ways to get to work, so we offer an incentive for commuters who go the extra mile to help protect our planet. Employees can earn:

- 1 point per day for carpooling, motorcycling, or working from home
- 2 points per day for cycling, walking, running, scootering, skateboarding, or taking public transportation

On average, 85% of employees who eat at our dining facilities choose plant-based options over non-plant-based options.

For each 50 points earned, commuters receive a \$100 donation to the CST-approved, 1% for the Planet non-profit of their choice.



In total, CST employees have purchased over 100 electric vehicles since the start of the EV incentive program.

Culture & Community

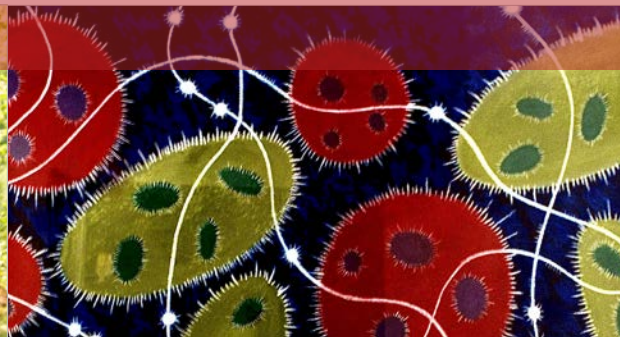
At CST, we know that people are our most important asset. From our employees and their families to our neighbors and beyond, we have the opportunity to make a difference in every community.

Of course, when we dream up ways to change the world, our minds immediately think big—like making scientific discoveries that will better all of humanity, and protect the planet from biodiversity loss and the effects of climate change.

But, we can't make a global impact unless we start within our own organization and local communities. That's why we're focused on fostering a positive, supportive work environment for our employees, giving them the tools they need to maintain a healthy work-life balance, and supporting volunteering opportunities and engagement for causes they are passionate about.



We want our employees to feel their best and come to work every day excited and empowered to do their jobs well.



Employee Benefits

We prioritize our employees' well-being, fostering an environment where they feel empowered to excel. Our investment in a diverse workforce drives creativity and innovation.

Comprehensive Benefits

All full-time CST employees enjoy a strong benefits package. Benefits may include:

- 90% subsidized medical and dental insurance
- Company-paid life and disability insurance, as well as opportunities for supplemental insurance
- Competitive compensation
- 401(k): 100% company match up to 6% with the option to invest in Environmental, Social, and Governance (ESG) funds. In addition, our 401k committee reviews and rates all investing funds and provides an ESG rating for each.
- 4 weeks of vacation (increasing to 6 weeks)
- Parental leave and paid family medical leave
- Tuition reimbursement

Health and Wellness Initiatives

We promote healthy lifestyles with free plant-based meals, wellness activities like onsite yoga, and flexible work-from-home options. We also ensure a safe work environment with ergonomic assessments and specialized equipment.

Recognized Excellence

Our commitment has earned us many accolades, including recognition as one of the Top Workplaces in Massachusetts by the Boston Globe and seven Culture Excellence Awards. We are also consistently ranked among the Top 100 Most Charitable Companies in Massachusetts by the Boston Business Journal.

Investing in our employees is at the heart of our mission.



Employee Engagement

CST demonstrates a comprehensive approach to global employee engagement by creating a robust, inclusive community that transcends geographical boundaries. The company's strategy focuses on empowering employees through multiple innovative initiatives built on several key principles:

Inclusive Participation

The company encourages involvement from all employees, regardless of location or role.

Global Connectivity

CST offers a wide range of activities to foster global connections. As an organization, we prioritize international connections through virtual and in-person seminars, celebrations, and volunteering opportunities, particularly among our offices in the US, Netherlands, China, and Japan.

Strategic Impact

By creating these engagement platforms, CST strengthens internal relationships and reinforces its commitment to scientific advances, environmental stewardship, and making a positive global impact. This approach demonstrates that employee engagement is more than an HR function—it's a core strategic initiative that drives organizational culture and purpose.



Employee volunteer team-building event at the Greenbelt community garden beds.



Employees from all departments share musical talent and lift spirits at the annual CST holiday concert.



Annual Pride celebrations with employees participating in our Pride Signaling ERG Tie-Dye Social and local Pride Parade.



Bean Town pride isn't just about baseball—it's about bringing our entire work family together at the annual Red Sox outing.

Partnerships & Philanthropy

Giving back means so much more than writing a check.

From the beginning, philanthropy has been a core tenant of CST's culture. Through both donations and volunteer work, we're doing our part to help further the missions we believe in and promote values we align with.

In 2022, we took a significant step in our commitment to philanthropic work by becoming a member of 1% for the Planet. This means we're committed to giving at least 1% of our annual sales directly to approved non-profit partners. And we're proud to say this hasn't stunted our charitable giving to organizations that

don't fall under the purview of this program. We're still supporting arts programs, mental health centers, disease research fundraisers, and other organizations at or above the level we did before our membership with 1% for the Planet.

With so many worthy causes out there, it's imperative we spend a great deal of time and effort carefully selecting the non-profits we work with. These organizations are typically focused on inspiring the next generation of scientists, protecting the environment, supporting underserved communities, and enriching the arts.*

Ocean Alliance aims to educate the public about whales, the threats they face, and the ways we can contribute to their protection. Greater awareness fosters more action to aid whales and places pressure on governments to enact stronger protective legislation for these extraordinary animals.



*For a full list of organizations we support financially, please see the Appendix of Giving at the end of this report.

Partnerships & Philanthropy

Our Future: Inspiring the Next Generation of Scientists

We believe in the power of STEM education to address global challenges and create a more informed society. Our mission is to inspire and support the next generation of scientists who will make world-changing discoveries.

To achieve this, we:

Fund local STEM programs, including:

- Vernal Pond Children's Program
- The Art of Science
- STEM Program: Coding is Fun
- Beverly YMCA Girls in STEM program

Provide scholarships:

- 44 science scholarships awarded since 2016
- \$10,000 awarded per recipient for undergraduate education
- Core focus on underserved and underrepresented communities
- Racial Diversity in Science Scholarships added

Support Rising Black Scientists Awards:

- 12 awards given since 2020 for promising Black scientists
- \$10,000 prize and \$500 travel funds awarded for each winner
- Recognition published in Cell Press publications

By investing in these initiatives, we aim to fuel students' passion for STEM and create a diverse, talented pool of future scientists ready to tackle the world's most pressing challenges.

“

I am extremely thankful for CST to be a part of my educational journey, and for allowing me the honor of partaking in giving back to our communities to bring more students into STEM!” —**Trevor Liimatainen**, Research Associate, Proteomics



Partnerships & Philanthropy

Protecting the Environment

Environmental stewardship is a core value that guides our business decisions and the employee culture. We partner with many organizations that focus on preserving biodiversity, combating climate change, and promoting sustainability, so becoming a business member of 1% for the Planet was a natural fit. We are proud to support organizations that make local to global impacts to our environment.



Massachusetts Oyster Project volunteers and staff measuring oyster population density on the coast of Massachusetts.

Supporting Our Community

While we support many non-profits around the globe, we emphasize partnering with organizations right here in our community. A partnership with us is a commitment of financial support by stepping up to help and amplifying their voice with ours. As a part of this support, a percentage of our annual giving is reserved for giving back to the communities in which we operate. These funds help provide food, shelter, safety, and services to local residents in need. The Community Grant Committee determines which eligible groups will receive funds each year.



CST employees participating in and volunteering for the Greenbelt annual fundraising cycling event, "Tour de Greenbelt."

“

Cell Signaling Technology has taken a direct and impactful step by planting native plants on their premises, aligning with Homegrown National Park's mission of restoring biodiversity. By joining this movement, CST contributes to a broader effort in which simple, evidence-based steps lead to a healthier environment and a sustainable future for all.”

—Tim Snyder, Executive Director, Homegrown National Park



CST employees making snack bags for Beverly Bootstraps.

Partnerships & Philanthropy

Global Giving

We started our Global Giving program in 2021. Each fall, we ask our employees to help us recognize particularly important global causes that need support and select where funds should go. In recent years, we've focused on basic healthcare and food insecurity, protecting biodiversity, and humanitarian aid.

Since the start of this initiative, we've donated nearly \$1 million. In the future, we pledge to commit even more of our time, money, and resources to continue making a global difference.

Volunteering

In addition to organizing volunteer events on-site, we encourage our community to volunteer their time with our Dollars for Doers Program. For each hour an employee volunteers for a qualifying non-profit, we'll donate \$15 to that organization (or \$45 for qualified 1% for the Planet non-profits). These organizations span several areas of interest, including STEM, environment, community, and sustainability.



In 2022 and 2023, CST employees
volunteered **5,395 hours**
translating to nearly
\$250,000 in donations!

Commitment to the Arts

Science and the arts are not at odds—in fact, we believe the two are closely intertwined and inspire one another, leading to new insights and ways of perceiving the world. By recognizing and nurturing the relationship between art and science, we can foster more creative, accessible, and impactful approaches to understanding and addressing the challenges facing our world.

Art enrichment is especially important to us because these programs often receive little or no funding at all. Our goal is to lift up artists so they have the freedom to pursue their passions and share their work with the world.

Arts Initiatives

Early on in our history, we began inviting visiting artists to showcase their work in designated galleries throughout our headquarters. Today, we hold several shows each year to support local artists and bring in new art for our employees to enjoy. We often purchase some of these pieces to display them permanently throughout our facilities. Since the formal founding of our art program in 2006, we have had over 200 visiting artists and art shows.



Sometimes I Feel I Am Drowning,
Michelle Boshar



A Matter of Time, **Ekua Holmes**



Tree Frog Sculpture, **Chris Williams**



Macroaction 10, **Kay Hartung**

Diversity, Equity, & Inclusion

Different perspectives and backgrounds drive collaboration, which leads to new ideas and innovation. However, due to prejudice and bias throughout history, so much scientific potential has been squandered.

At CST, everyone is welcome and celebrated. We're dedicated to creating a safe, inclusive work environment where each person feels valued and empowered.

Global DE&I Council

Our DE&I Council is led by employees passionate about strengthening diversity within CST, the scientific community, and society as a whole. This council works with both the Leadership Team and employees to establish goals, strategize the best ways to reach them, and seek feedback.



DE&I Seminar Series

The DE&I Council has partnered with the Leadership Team to host guest speakers dedicated to topics addressing diversity, equity, and inclusion. These seminars are helping to enrich our collective understanding of these values and how we can champion them every day.

Reverse Mentorship Program

Our 18-month Reverse Mentorship Program was designed to connect employees with members of our Leadership Team, including CEO and President Michael Comb. This initiative allows employees to share their experiences with leaders outside their reporting structure, and these leaders learn about the experiences of employees they don't regularly work with.

Employee Resource Group

Our Employee Resource Groups (ERGs) are employee-led groups aiming to build meaningful connections across different experiences, cultures, and interests.

- Pride Signaling leads initiatives that promote representation, increase awareness, and address barriers to inclusion for the LGBTQ+ community.
- RISE (Respect, Inspire, Support, and Encourage) supports those who identify as women by working to advance representation in leadership, enable collaboration, and promote learning for gender equity.



“While my aim with these meetings was to raise awareness about the challenges faced by my fellow employees, I also learned truly valuable information from Craig about CST history and career paths.” —Ginny Bain, Reverse Mentor

Letter from the COO

As the Chief Operating Officer at Cell Signaling Technology, I am privileged to lead a team that is committed to excellence and dedicated to implementing sustainable practices within our industry. Every year, as we grow and provide more valuable research tools and quality support to our customers, we continue taking new steps to mitigate our impact on the environment. Our journey toward sustainability is both a responsibility and a strategic imperative that aligns with CST's core values of innovation, integrity, and quality.

At CST, we don't just talk about sustainability, we actively work with leading sustainability organizations to implement better practices while supporting others striving toward sustainable goals. We're proud to be a part of the 1% for the Planet movement. Our commitment extends beyond financial support and is about fostering a community that thrives on mutual respect for the Earth.

Through direct funding and collaboration with non-profits in our sector, we can improve sustainable practices in scientific research. Our sponsorship of My Green Lab has led to the evaluation and certification of CST lab spaces. We continue to work with Seeding Labs to donate gently used equipment to labs in developing countries. Using insights from the International Institute for Sustainable Laboratories (I2SL), we can benchmark our buildings and operations against industry peers and reduce energy usage and emissions.

Our scientists are at the heart of our sustainability efforts. Through continuous improvement programs, they consistently streamline procedures, conserving resources like energy, plastic, water, paper, and more. These behavior changes are crucial for reducing our environmental footprint and fostering a culture of sustainability.

Ultimately, our work supports our customers

“

Balancing environmental and social responsibilities with our evolving commercial objectives is essential, ensuring our business grows without compromising our planet's health”

— Craig Thompson, COO

and fellow scientists. We ensure our products are valuable for research purposes and aid sustainable practices. That's why we use Earth-friendly packaging designed to reduce waste and limit environmental impact—empowering our customers to make value-driven choices that align with our collective goals.

Balancing environmental and social responsibilities with our evolving commercial objectives is essential, ensuring our business grows without compromising our planet's health. This means we often make strategic decisions to prioritize long-term sustainability over short-term gains.



Craig Thompson, Chief Operating Officer



Appendix of Giving

The following nonprofit organizations received donations from CST in 2022 and 2023.

Seeding Labs	1 ■	CARE USA	1 ■	Dierenzorgcentrum Louterbloemen (Animal Ambulance Service in NL)	1 ■	Danvers Community Council	✓ ■
Change is Simple	1 ■	China Mangrove Conservation Network / Putian Green Sprout Coastal Wetlands	1 ■	Essex County Trail Association	1 ■	Cape Ann Trail Stewards	1 ■
Gloucester Marine Genomics Institute (GMGI)	1 ■	Shan Shui Conservation Center	1 ■	Girls Inc. of Lynn	✓ ■	Mirai no Mori	1 ■
My Green Lab	1 ■	Ocean Genome Legacy Center (OGL)	1 ■	North Shore Technology Council (NSTC)	1 ■	Boys and Girls Club	✓ ■
International Institute of Sustainable Laboratories (I2SL)	1 ■	The Nature Conservation Society of Japan	1 ■	Silent Spring Institute	1 ■	Bread and Roses Community Kitchen	✓ ■
Ipswich River Watershed Association	1 ■	UNICEF USA	✓ ■	The Green Science Policy Institute	1 ■	Building a Better Beverly	✓ ■
1% for the Planet	1 ■	Homegrown National Park	1 ■	The Nature Conservancy	1 ■	Charles River Conservancy, Inc.	1 ■
Essex County Community Foundation (ECCF)	✓ ■	Raw Arts of Lynn	● ■	The Ocean Cleanup (North Pacific Foundation)	● ■	Common Ground Collective	1 ■
Guanacaste Dry Forest Conservation Fund	1 ■	Three Sisters Garden Project	1 ■	The Peregrine Fund	1 ■	Lab ReNew (formally The Lab Project)	1 ■
Greenbelt: Essex County's Land Trust	1 ■	Atlantic Salmon Federation (USA)	1 ■	Wild Salmon Center	1 ■	Lynn Public Schools Science Departments	✓ ■
Conservation Law Foundation	1 ■	Downeast Salmon Federation	1 ■	Stichting Nederland Cares	1 ■	NPO Kidsdoor	✓ ■
The Bluefin Collaborative	1 ■	The Conservation Angler	1 ■	Peabody School Science Departments	✓ ■	Oceana	1 ■
Beverly Bootstraps	✓ ■	Montserrat College of Art	● ■	Seaside Sustainability	1 ■	Root NS	1 ■
Osa Conservation	1 ■	Salem Sound 2000 Inc DBA Salem Sound Coastwatch	1 ■	Acaté Amazon Conservation	1 ■	Save the Harbor/Save the Bay	1 ■
Rocky Mountain Institute (RMI)	1 ■	International Medical Corps	1 ■	Backyard Growers Organization	1 ■	Sea Run Brook Trout Coalition	1 ■
Beyond Benign	1 ■	Agroecology Fund	1 ■	Mystic River Watershed Association	1 ■	The Salem Mission; Lifebridge North Shore	✓ ■
World Central Kitchen	1 ■	Friends of Endicott Park, Inc.	1 ■	Maritime Gloucester	✓ ■	The Salem Pantry	1 ■
LEAP for Education (LEAP)	✓ ■	Fundación Cordillera Tropical	1 ■	Life Science Consortium of the North Shore	✓ ■	Universiteit Antwerpen	✓ ■
Greentown Collaborative Inc.	1 ■	Shenzhen One Foundation	1 ■	The Food Project	1 ■	Wild Survivors	1 ■
Manchester Essex Conservation Trust	1 ■	Manchester Essex Regional School District	✓ ■	American Cancer Society	● ■	Cabot Theater	● ■
European Forest Institute	1 ■	The Open Door / Cape Ann Food Pantry, Inc.	1 ■	Stichting Stofwisselkracht	● ■		
Hearts in the Ice	1 ■	Action for Humanity International	✓ ■	Appalachian Mountain Club (AMC)	1 ■		
Oceanic Wildlife Society (OWS)	1 ■	Amazon Watch	1 ■	Essex North Shore Agricultural & Technical School	✓ ■		
Mamoni Valley Preserve	1 ■	American Bird Conservancy (ABC)	1 ■	Environmental Defense Fund	1 ■		
Elsevier Foundation (RBSA)—STEM Awards "Rising Black Scientist Awards"	✓ ■			Citizens Inn, Inc.	1 ■		

1 1% Environmental Partner
 ✓ 1% Environmental Program/Project Specific
 ✓ 1% Nominated/In Process
 ● Not 1% Eligibles
 ■ Over \$200K ■ \$100K–\$200K ■ \$50K–\$100K ■ \$25K–\$50K ■ \$15K–\$25K ■ \$10K–\$15K ■ \$5K–\$10K ■ \$1K–\$5K ■ Under \$1K

Kestrel Educational Adventures	1	The Massachusetts Oyster Project	1	Environmental Program	✓	UNRWA USA	✓
Cape Ann Animal Aid	+	YMCA of North Shore	+	Nuestros Pequeños Hermanos	1	La Banque Alimentaire	1
Beverly High School	✓	Youth Development Organization, Inc. (YDO)	+	UNC CH	●	Equal Justice Initiative	✓
Our Neighbor's Table	1	Bambino Basket	1	Trees for All	1	WBUR 90.9	●
EcoLogic Development Fund	1	The Clothing Connection	✓	Women's Lunch Place	+	Betterplace.org, Berlin	●
Michael J Fox Foundation	●	Essex Historical Society and Shipbuilding	●	Northeast Arc	●	Red Cross Disaster Relief	✓
Buddy Dog Humane Society	1	For Kids Only Afterschool	●	Manchester by the Sea Fishing Tournament, Inc.	●	Pancreatic Cancer Action Network	●
Americares	+	The Haven Project	+	ChildVoice	●	Protect Our Winters (POW)	1
Rockport Public Schools	+	ZCar Association	●	American Red Cross	✓	Doug Flutie Jr. Foundation	●
Tree Plenish	1	Museum of Fine Arts	●	Jimmy Fund	●	Foundation Fighting Blindness	●
Tri Town School Union	✓	Boston College Center for Corporate Citizenship	●	Palestine Children's Relief Fund	✓	Animal Rescue League of Boston	✓
Green Beverly	1	Merrimack Valley Dream Center	✓	Manchester Summer Stage	●	March of Dimes	✓
Healing Abuse Working for Change (HAWC)	+	Discovery Museum	1	Haanstaschool (NL)	●	Red Sox Foundation (Run for Home Base)	●
Last Hope K9 Rescue	✓	Merrimack Valley Immigrant & Education Center	+	Danielle Holmes Yagjian Foundation	●	University of NH "Sustainability Institute"	✓
Ocean Alliance	1	Ryal Side Civic Association, Inc.	✓	ChildVoice International—refugee support	✓	Doctors Without Borders	●
NAGLY	●	The Food Bank Singapore	1	Tunnel for Towers	✓	Rainforest Trust	1
CCC/Beverly School for the Deaf	+	The Spirit of Adventure Council, Boy Scouts of America (BSA)	+	Hamilton-Wenham Youth Soccer	●	New England Mountain Bike Association (NEMBA)	1
Beverly Children's Learning Center	✓	Melrose Humane Society	1	Planned Parenthood	✓	One Tree Planted	1
Friends of North Shore Children's Museum	+	Animals Asia Foundation	1	Falmouth MA Science Departments/STEM Fair	✓	The Progeria Research	●
Soroptimist Club Leiden	✓	Mass General Bloodmobile	✓	Leukemia and Lymphoma Society	●	Amnesty International	●
Friends of Northshore Education Consortium	+	The Trustees of Reservation	1	Taste Before You Waste	1	Dover Children's Home	●
Camp Fire of the North Shore	+	Pan Mass Challenge	●	Shriners Hospitals	●		
Cape Cod Chapter Trout Unlimited	1	New England Wildlife Center	1	MSPCA Angell	✓		
Hamilton-Wenham Regional High School	+	Water.org	1	J Geiger Crisis Center	●		
Mass Audubon—Joppa Flats Education Center	1	Danvers Girls Softball	●	NAACP	●		
No Kid Hungry	●	MGH Cancer Center	●	Curebound	●		
Nourishing the North Shore	1			The Conservation Fund	1		

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Helping researchers find new solutions is our main mission every day—but it's not our only mission. We're also dedicated to helping identify solutions to other problems facing our world.

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Local Sales Representative

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