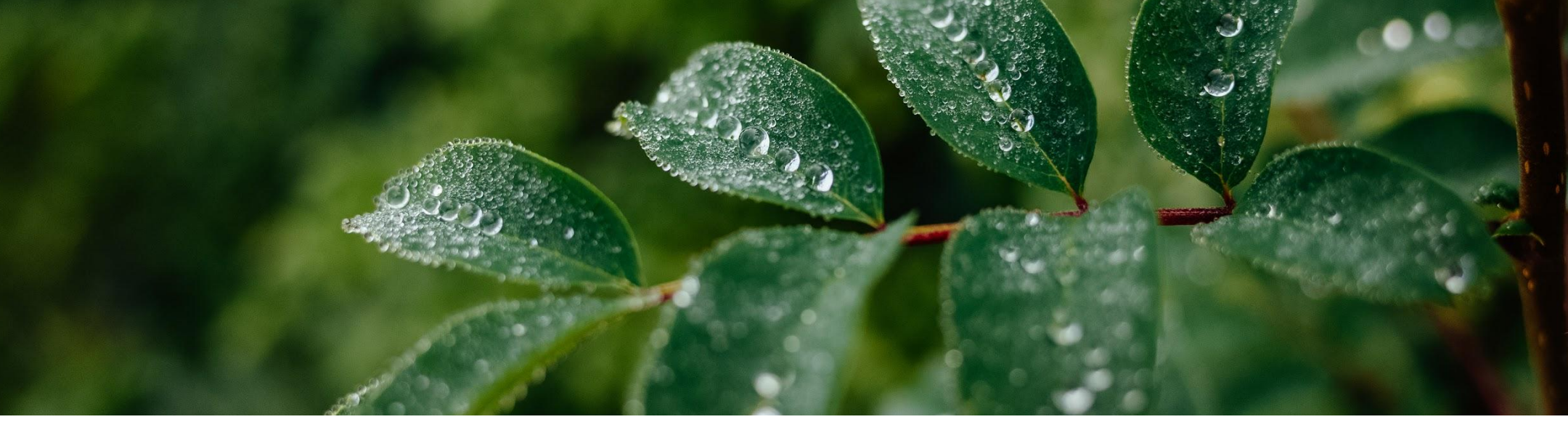
STEMCELL™ TECHNOLOGIES

TOWARD SUSTAINABLE SCIENCE

ANNUAL SUSTAINABILITY REPORT 2025



About This Report

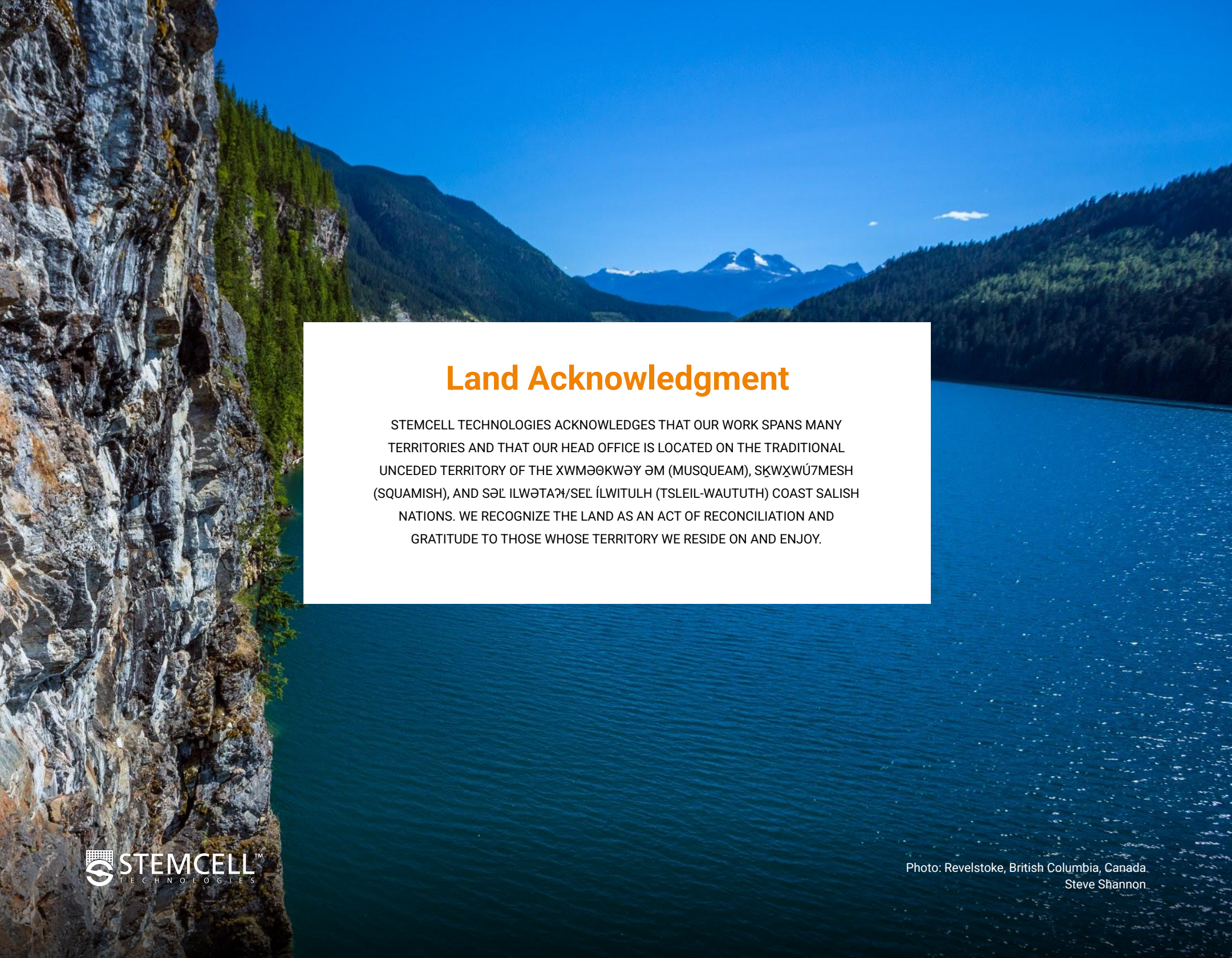
STEMCELL Technologies has prepared this sustainability report to document our environmental, social, and governance (ESG) performance during our 2025 fiscal year (July 1, 2024 - June 30, 2025). This is our third annual sustainability report. As a private company, STEMCELL's financial performance and audited statements are not publicly disclosed. However, as part of our commitment to operating responsibly, we will continue to voluntarily report on our sustainability progress on an annual basis.

Wherever possible, STEMCELL has prepared this report in alignment with the Global Reporting Initiative (GRI) standard; the report also follows Greenhouse Gas Protocol guidance for climate-related disclosures. We are committed to complying with all mandatory sustainability disclosure requirements in all operational jurisdictions when we meet the reporting thresholds or the requirements come into force, including the European Union's (EU's) Corporate Sustainability Reporting Directive, and the Canadian Sustainability Disclosure Standard.

For more information about sustainability at STEMCELL, please visit stemcell.com or contact sustainability@stemcell.com.

Background cover image: Dorsal forebrain organoid generated using the STEMdiff™ Dorsal Forebrain Organoid Kit from human pluripotent stem cells.[1]

[1] https://www.stemcell.com/products/stemdiff-dorsal-forebrain-organoid-differentiation-kit.html



Land Acknowledgment

STEMCELL TECHNOLOGIES ACKNOWLEDGES THAT OUR WORK SPANS MANY TERRITORIES AND THAT OUR HEAD OFFICE IS LOCATED ON THE TRADITIONAL UNCEDED TERRITORY OF THE XWMƏθKWƏY ƏM (MUSQUEAM), SḴWX̱WÚ7MESH (SQUAMISH), AND SƏĽ ILWƏTAʔɬ/SEĽ ÍLWITULH (TSLEIL-WAUTUTH) COAST SALISH NATIONS. WE RECOGNIZE THE LAND AS AN ACT OF RECONCILIATION AND GRATITUDE TO THOSE WHOSE TERRITORY WE RESIDE ON AND ENJOY.

STEMCELL™ TECHNOLOGIES

Photo: Revelstoke, British Columbia, Canada
Steve Shannon

Table of Contents

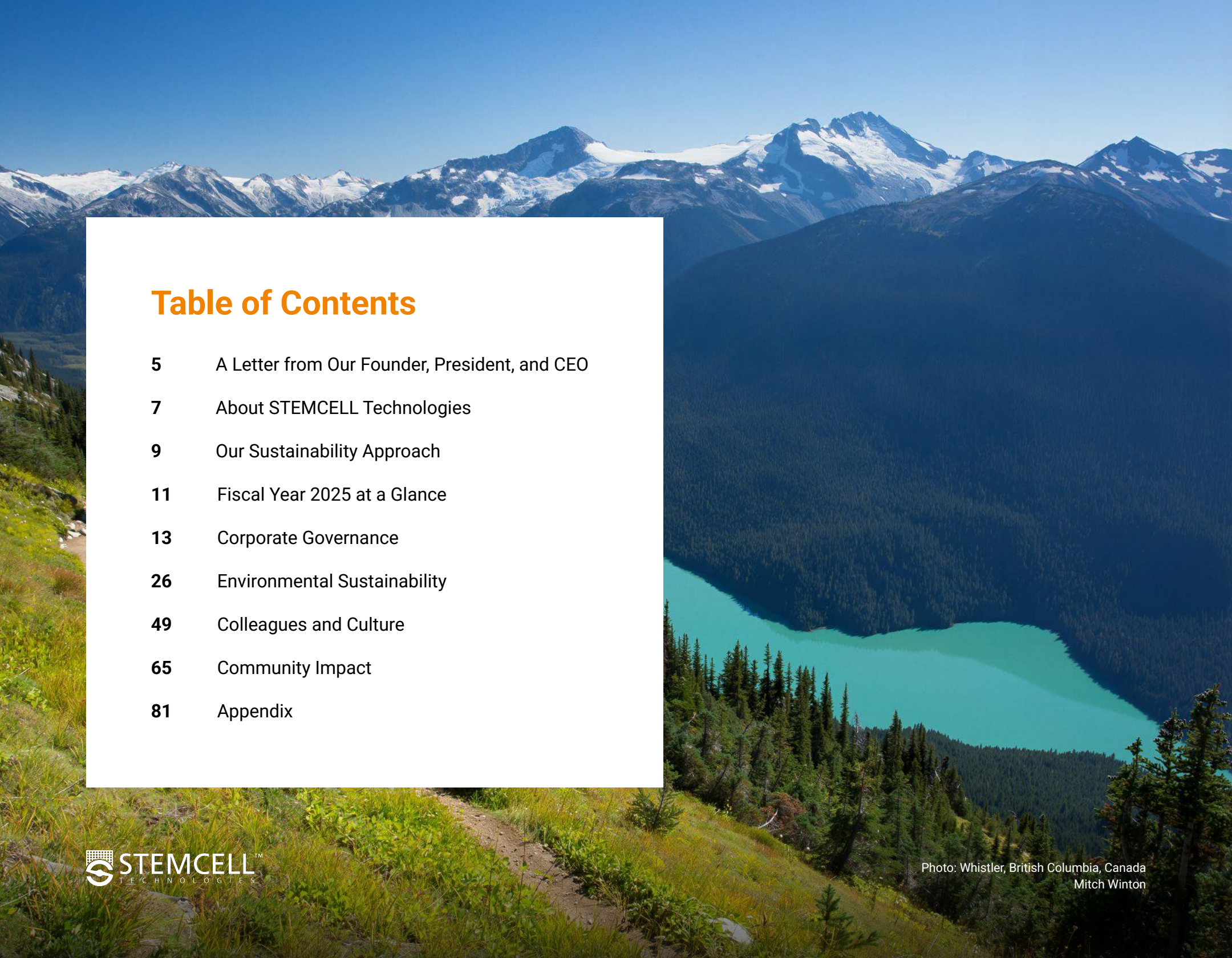


Photo: Whistler, British Columbia, Canada
Mitch Winton

A Letter from Our Founder, President, and CEO

At STEMCELL Technologies, our work begins every day with the simple yet important belief that the world needs the power and precision of science in the rigorous pursuit of the truth. Our company is and always has been rooted in a deep commitment to this fundamental value, demonstrated through our mandate to equip scientists with the high-quality tools they need to to broaden knowledge, make discoveries, and advance science for the treatment of cancer and other diseases.

This past year has reminded all of us in the scientific community that the truth matters, not just in how we uncover it, but also in the way we protect it. We are living in a time when scientific consensus is often questioned and misinformation can spread quickly. At STEMCELL, we take seriously our role in standing firmly with our peers, upholding good science, and supporting evidence-based breakthroughs needed to improve human health.

Sustainability is a natural extension of this responsibility. Good science, like good business, aims to make the world better for everyone. With our planet under increasing strain, sustainable development is more relevant than ever to our work in advancing science and building resilience for future generations.

I am pleased to report that in 2025, our environmental performance steadily improved, and we continued to reduce our Scope 1 and 2 greenhouse gas emissions. Thanks to investments in renewable energy, energy-efficient operations, and high-quality verified carbon offsets, STEMCELL is now carbon neutral for these emissions. With a 16% reduction in Scope 3 emissions, we are firmly on the road to net zero by 2050, in line with our commitment under the Science Based Targets initiative. This past year, we also diverted 33% of waste from landfills and successfully recertified our environmental management system, reflecting our long-standing commitment to continuous improvement.

Our contributions to community saw expanded engagement in 2025. More than 11,000 participants engaged in our Foster STEM Education initiatives this year, reflecting our dedication to inspiring the next generation of scientists and critical thinkers. We awarded 13 STEM scholarships to students, supported 56 community initiatives, and organized three global employee charity fundraisers. Since STEMCELL's inception more than 30 years ago, we have raised nearly $4 million for cancer research and care in British Columbia, Canada, where our headquarters are located. These investments help build the scientific capacity and community well-being essential to our society.

STEMCELL's Founder, President, and CEO, Dr. Allen Eaves.

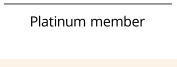
We were honored to be recognized by a number of award-granting bodies this past year for our inclusive culture and workplace management practices. As well, for the second consecutive year, STEMCELL received an EcoVadis Bronze sustainability rating for the progress we made in the Environmental, Social and Governance space. These achievements are driven by our talented colleagues at STEMCELL who demonstrate exceptional collaboration, perseverance, and a deep responsibility to our customers, communities, and colleagues.

Despite the challenges our world faces, STEMCELL is resolved to stay the course and ensure corporate social responsibility remains embedded in our long-term strategy of scientific discovery. We will continue investing in providing high-quality scientific tools, while operating responsibly and remaining committed to sustainable development as an integral part of our DNA as we plan for the future.

Thank you for taking the time to read this report. I invite you to explore our progress, hold us accountable, and join us as we work toward a healthier, more sustainable future for all.

Allen Eaves, OC, OBC, MD, PhD, FRCPC
Founder, President, and CEO
STEMCELL Technologies

For the second time, STEMCELL was awarded a bronze sustainability rating by EcoVadis, a globally recognized assessment platform that rates businesses' sustainability based on four key categories: environmental impact, labor and human rights standards, ethics, and procurement practices.



Platinum member

STEMCELL has been a recipient of Canada's Best Managed Companies award since 2019. This award is one of Canada's top recognitions in business and is given to celebrate excellence across all aspects of management, from financial performance through strategy, capability, and commitment.

In 2023, STEMCELL was announced as a winner of Canada's Most Admired™ Corporate Cultures award and we retained our standing in 2024 and 2025. This award celebrates best-in-class Canadian organizations with outstanding corporate cultures, which have helped them enhance performance and sustain a competitive advantage.

About STEMCELL Technologies

Overview

STEMCELL Technologies provides over 2500 high-quality cell culture media, cell separation technologies, instruments, accessory products, and services to scientists around the world working on stem cell, immunology, cancer, regenerative medicine, and cellular therapy research. Based in Vancouver, British Columbia, STEMCELL is Canada's largest biotechnology company, with over 1800 employees globally. We are dedicated to improving lives by advancing knowledge and scientific discovery, fostering inclusion in science, technology, engineering, and math (STEM), and investing in sustainability and corporate social responsibility initiatives. Rooted in scientific expertise and rigor, we are a company of Scientists Helping Scientists, and we care deeply about making the world a better place.

Products and Services

- **Cell Culture Media and Supplements:** Reagents to support the growth and maintenance of mammalian cells, tissues, and organoids.
- **Cell Isolation Systems:** Products to isolate virtually any cell type using antibodies and magnetic beads or centrifugation.
- **Instruments and Software:** Innovative solutions to automate and/or standardize key laboratory processes for increased efficiency, throughput, and reproducibility.
- **Primary and Cultured Cells:** Ethically sourced human primary cells, quality cultured cells, and human induced pluripotent stem cell (hiPSC) products, including high-quality hiPSC lines and hiPSC-derived cells and organoids.
- **Services:** A broad range of resources and support, including contract assay services, training programs, custom product solutions, and science communication programs.

Our Mission, Vision and Values

At STEMCELL, we work hard to maintain strong links to academia and industry so that we remain at the cutting edge of science and technology. Listening to those who use our products and services, and seeking better ways to help them is our highest priority. We are passionate about the pursuit of scientific knowledge, and we want to support research every step of the way by providing the highest quality products and sharing our technical and scientific expertise through training courses and personalized technical support.

Our vision, simply, is to be in every lab. If there is a lab anywhere in the world that is doing life sciences research where our products, services, expertise, and collaboration can add value, we want to be there and have a meaningful relationship with that lab and its researchers. We intend to achieve our vision while maintaining our core values of innovation, quality, responsiveness, integrity, and collaboration.

OUR MISSION

To advance the pursuit of scientific knowledge by supplying high-quality, innovative reagents, tools, and services that enable life sciences research.

OUR VISION

To have our products used in all research labs around the world, facilitating discoveries in life sciences.

OUR CORE VALUES

Innovation

We nurture creativity and drive innovation.

Quality

We strive to meet the highest standards.

Responsiveness

We move quickly to advance basic and clinical research.

Integrity

We are truthful and ethical in all our dealings.

Collaboration

We work with researchers to advance scientific knowledge.

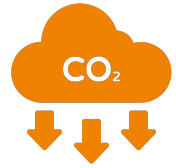
Our Sustainability Approach

Ambition

STEMCELL's sustainability ambition is to...

Achieve and maintain sustainable, equitable operations and growth through realizing net zero carbon emissions, creating value for our colleagues and communities, and leading with transparent, ethical governance.

We aim to achieve this by...



Eliminating unnecessary negative environmental impacts in our operations

Partnering with community organizations under our four Community Impact Pillars

Providing a safe and inclusive workplace for all employees

Furthermore...

By taking a life cycle approach to new product development and extending our environmental, social and governance responsibilities to our suppliers, we take responsibility for and continuously improve our environmental and social impact throughout our value chain.

Figure 1. Our Sustainability Ambition

Photo: Bugaboo Park, British Columbia, Canada
Douglas Noblet

Journey and Roadmap

Since our inception 32 years ago, we have endeavored to be good corporate citizens by minimizing our environmental impact and giving back to our communities through academic and outreach initiatives. In 2020, these activities—a combination of corporate and departmental initiatives—were streamlined and formalized under a newly formed Corporate Social Responsibility and Sustainability Program. That same year, we formed the Diversity, Equity & Inclusion (DEI) Steering Committee, and in 2021, introduced our Annual Employee Engagement Survey.

In 2022, our DEI program launched and we initiated our environmental management system (EMS), certified to ISO 14001. We began aligning our strategy to global standards and frameworks and joined the UN Global Compact[2] in 2023, committing to uphold its Ten Principles and advance the Sustainable Development Goals (SDGs).[3] We also launched our Supplier Sustainability, Diversity, Equity, and Inclusion Program and were recognized for our achievements to date: a bronze sustainability rating by EcoVadis[4] for our overall ESG performance and an I.D.E.A.L. Bioscience recognition for our DEI program[5] (both recognitions were reaffirmed this year).

We committed to the Science Based Targets initiative (SBTi)[6] in 2024 to align and validate our greenhouse gas (GHG) emissions reduction targets with the Paris Agreement goals,[7] and we have spent the past year expanding our Scope 3 GHG inventory in order to develop accurate near- and long-term reduction targets for submission in 2026. Our long-term goal is to achieve net zero emissions by 2050. We are proud to report we have achieved our interim goal of carbon neutrality for Scope 1 and 2 emissions by 2025 through investments in renewable energy and high-quality verified carbon offsets.

[2] https://unglobalcompact.org/what-is-gc/participants/159112-STEMCELL-Technologies-Canada-Inc-
[3] https://www.un.org/sustainabledevelopment/sustainable-development-goals/
[4] https://ecovadis.com/
[5] https://www.biotalent.ca/i-d-e-a-l-biosciences-employer-recognition-program/
[6] https://sciencebasedtargets.org/
[7] https://unfccc.int/process-and-meetings/the-paris-agreement

Fiscal Year 2025 at a Glance

Corporate Governance

ISO 13485
ISO 9001
Maintenance of our Canadian facilities' quality management system

44%
Employees in our Executive Management Team who identify as women

100%
Percentage of customer and regulatory audits with no critical findings

106
Clinical trials in which our products are used

Environmental Sustainability

ISO 14001
Recertification of our British Columbia, Canada, facilities' environmental management system

33%
Waste from our operations diverted from landfill

16%
Reduction in global Scope 3 greenhouse gas emissions intensity over the previous year

2025
Year we achieved operational carbon neutrality

Colleagues and Culture

89%
Employees who agree or strongly agree STEMCELL is committed to employee safety

58%
Employees who identify as women

57%
Employees who self-identify as belonging to an equity-deserving group[8]

87%
Annual Employee Engagement Survey response rate

Community Impact

>11,000
Participants in our Foster STEM Education initiatives

13
STEM scholarships awarded

56
Community Impact initiatives supported

>33
Charitable, non-profit, and academic organizations supported

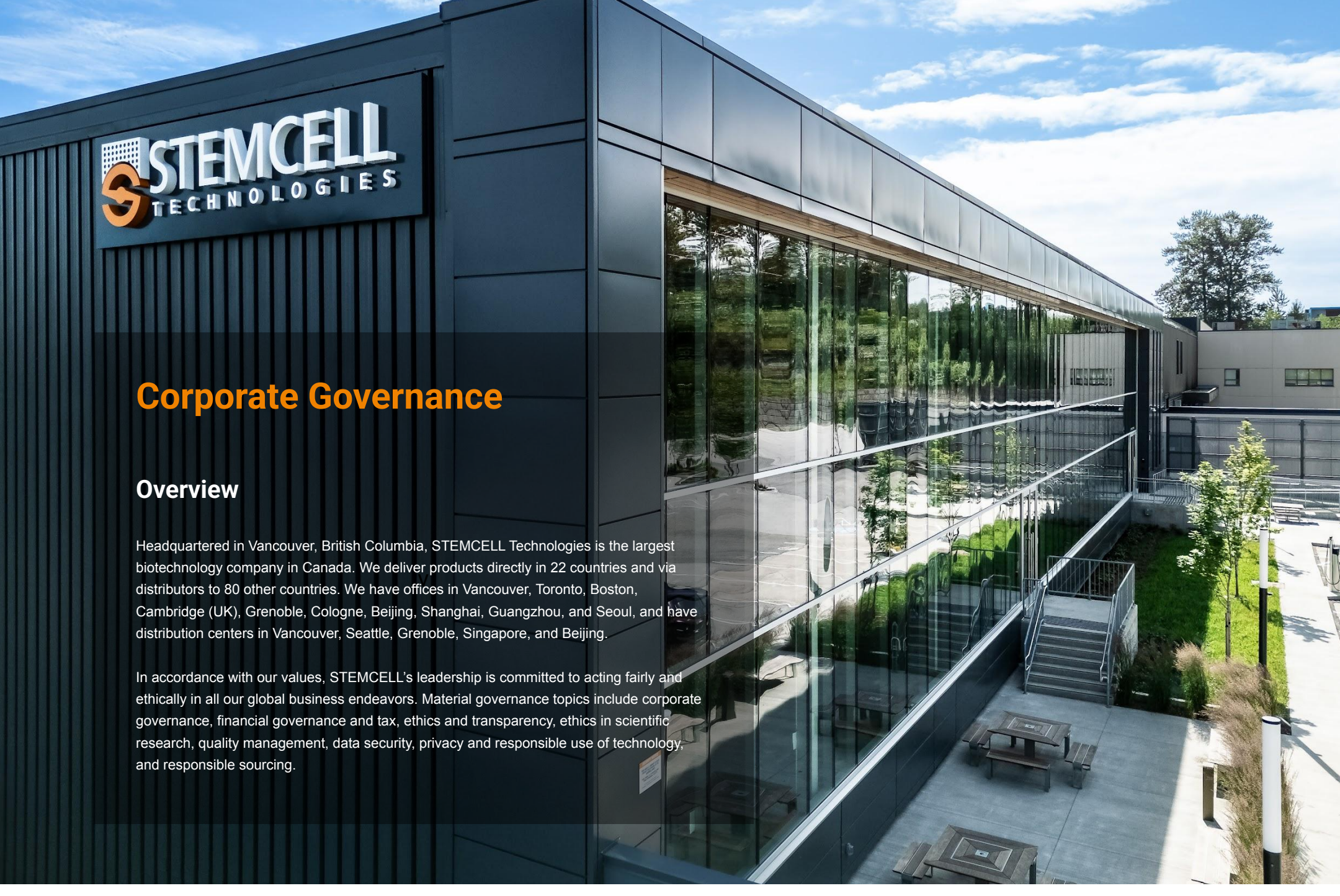
[8] Based in North America.

Sustainable Development Goals

Aligning our sustainability approach with international non-governmental guidance and targets is vital to ensuring our ESG efforts contribute positively toward the most pressing issues affecting people and the planet. As participants in the UN Global Compact, we are committed to supporting its Ten Principles as well as the wider mission of the United Nations, including advancing the Sustainable Development Goals. Of the 17 goals, we have identified eight that STEMCELL is well-positioned to help advance. The relevant Sustainable Development Goal icons are featured in the overview of each subsequent chapter of this report and inventoried in full in the Appendix.

WE SUPPORT
UN GLOBAL COMPACT

Photo: Selkirk Mountains, British Columbia, Canada
Douglas Noblet



Corporate Governance

Overview

Headquartered in Vancouver, British Columbia, STEMCELL Technologies is the largest biotechnology company in Canada. We deliver products directly in 22 countries and via distributors to 80 other countries. We have offices in Vancouver, Toronto, Boston, Cambridge (UK), Grenoble, Cologne, Beijing, Shanghai, Guangzhou, and Seoul, and have distribution centers in Vancouver, Seattle, Grenoble, Singapore, and Beijing.

In accordance with our values, STEMCELL's leadership is committed to acting fairly and ethically in all our global business endeavors. Material governance topics include corporate governance, financial governance and tax, ethics and transparency, ethics in scientific research, quality management, data security, privacy and responsible use of technology, and responsible sourcing.

Fiscal Year 2025: Corporate Governance at a Glance

ISO 9001

Maintenance of our Canadian facilities' quality management system

ISO 13485

Maintenance of our Canadian facilities' Medical Devices quality management system

44%

Employees in our Executive Management Team who identify as women

45%

Advisory Board members who identify as women

100%

Percentage of customer and regulatory audits with no critical findings

106

Clinical trials in which our products are used

Corporate Governance activities outlined in this chapter help to advance United Nations Sustainable Development Goals 3, 5, 8, and 12.

For more information, see the Appendix.

Photo: Garibaldi Provincial Park, British Columbia, Canada
Michael Wheatley

Corporate Governance

STEMCELL's President and CEO leads an Executive Management Team of senior executives who direct business strategy and operations. Members of this team are accountable for environmental sustainability, corporate social responsibility, human resources, and procurement, and thus environmental, social, and governance (ESG) matters are addressed at the company's most senior level. Members of the Executive Management Team lead specialized committees on ESG topics, including our Environmental Management System (EMS) Executive Management Team, the Diversity Equity and Inclusion (DEI) Steering Committee, and the Joint Health and Safety Committee. The Executive Management Team is composed of individuals from varied backgrounds and geographies, and 44% identify as women.

STEMCELL receives advice and guidance from its advisory board to help with the continued development of our operational and governance standards. The STEMCELL Advisory Board is composed of established and independent advisors who have knowledge of the life sciences sector and 45% of its members are women. All executive team and Advisory Board meetings are minuted and decisions are recorded.

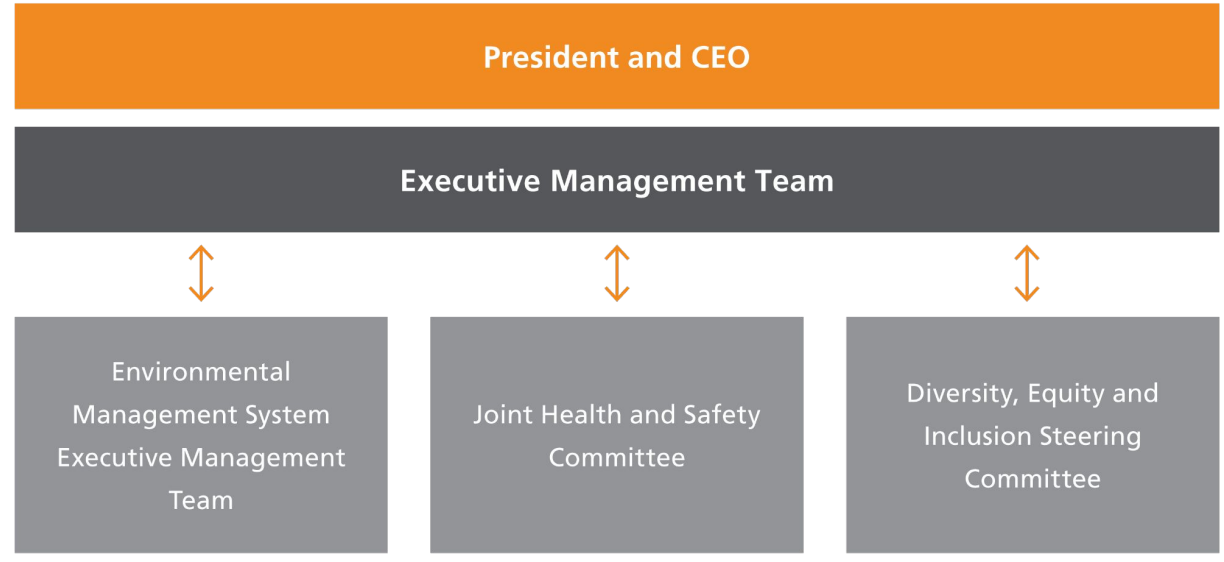


Figure 2. STEMCELL Governance Structure

ESG topics are discussed at the highest levels of leadership, and specialized interdepartmental management committees direct environmental, DEI, and health and safety teams.

Financial Governance and Tax

To ensure appropriate fiscal controls, STEMCELL has a Commitment and Expenditure Policy that sets expenditure limits and outlines authorization requirements for financial and legal transactions. STEMCELL's financial statements are audited annually by a third party to ensure we have presented a true and fair view of the company's financial performance in all material respects. Finally, STEMCELL has a Capital Accumulation Committee for oversight of its employee registered retirement savings plan.

Approach To Tax

STEMCELL's approach to tax is aligned with our Code of Conduct. Accordingly, we conduct our tax affairs with the standards of integrity that we apply when operating our business. As a Canadian corporation, STEMCELL pays taxes in Canada, as well as globally where we have a business presence. STEMCELL is subject to regular tax audits and deals transparently, professionally, and appropriately with all tax authorities, including our lead regulator, the Canada Revenue Agency. STEMCELL is committed to compliance with the letter and spirit of tax laws of the countries in which we operate. STEMCELL expects to pay tax on profits where business activity takes place. When available and appropriate, STEMCELL uses tax incentives and exemptions. STEMCELL is committed to ensuring that taxes paid reflect the manner in which our businesses operate and are consistent with the actual economic activities conducted and the value created in various geographies.

Ethics and Transparency

Integrity is a core STEMCELL value, and we adhere to the highest ethical standards in all our business dealings. Our employees must demonstrate this value in their work and comply with all applicable laws and regulations when conducting STEMCELL business. Our commitment to ethical practices is focused on key policy areas to ensure that we act in line with relevant laws and regulations, industry standards, and stakeholder expectations.

Code of Conduct

One of the foundations of our compliance program is our Code of Conduct, which defines the minimum commitments for our business conduct. The code covers a broad range of topics including, but not limited to, whistleblowing, confidentiality, anti-corruption and anti-bribery, conflicts of interest, and legal compliance. The Code of Conduct applies to everyone at STEMCELL, no matter their role or seniority, and all staff are required to review and acknowledge that they will adhere to it. Our Annual Employee Engagement Survey also enables us to obtain feedback from our employees, empowering them to take an active role in how we can all better live by our value of integrity.

Incidents of Corruption

In Fiscal Year 2025, there were no reported incidents of corruption, and no legal actions were taken for anti-competitive behavior, antitrust, or monopoly practices.

Modern Slavery

Treating everyone fairly and with respect is fundamental, and we take a zero-tolerance approach to discrimination and unacceptable behavior. This philosophy extends to every person we work with, which means treating suppliers fairly and as partners in our success. We also recognize that modern slavery is a global crisis and that human trafficking and forced, bonded, and child labor exist within commercial supply chains. The nature of our business and global footprint means that we risk exposure to such practices, which is why we are steadfast in our commitment to identify and address human rights concerns across our operations, supply chain, and customer and client relationships.

In accordance with recent modern slavery legislation in Canada, we have published our modern slavery report on the relevant government portal and it is also accessible on our website.[9] The report provides our customers, partners, and regulatory authorities with information on the human rights and modern slavery risks we have identified in our business and supply chain, and the system controls and training we have implemented to prevent or limit those risks.

[9] https://cdn.stemcell.com/media/files/policies/STEMCELL_Modern_Slavery_Report_2025.pdf

Ethics in Scientific Research

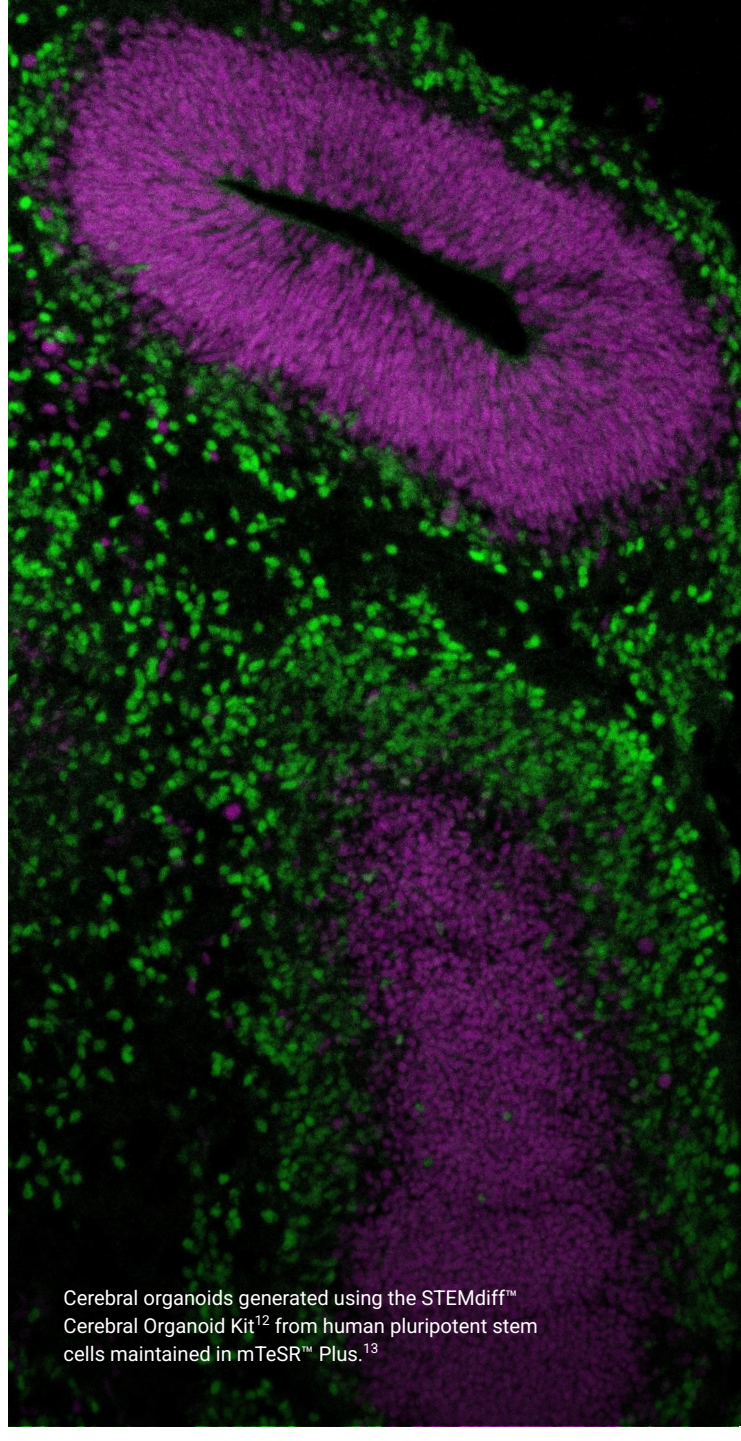
In addition to fair and ethical business operations, we have robust systems in place that ensure our products are used ethically in their applications in scientific research.

Despite efforts by regulators to take disciplinary action against unregulated stem cell clinics, there remains a large market for unapproved stem cell therapies that may be harmful, unproven, and even fraudulent. To protect patients and prevent our products from being used for purposes outside of their intended use, we conduct rigorous risk assessments when qualifying new customers. Our standard operating procedure for risk assessment outlines the steps STEMCELL employees must take to determine if any restrictions should be placed on selling products to certain entities, such as those that are suspected of obtaining products manufactured or supplied by STEMCELL for purposes outside of their intended use or for unauthorized distribution.

STEMCELL supplies cells and cell lines isolated from human donors for use in research applications and techniques such as disease modeling, genome editing, and drug discovery.

To ensure these human cells are procured ethically, in compliance with all applicable legislation, and used according to donors' wishes, our Quality Assurance team has a comprehensive system of checks and balances. This includes in-person audits of donor facilities to ensure compliance with regulatory requirements and vigilant protection of the rights, safety, and welfare of human subjects. We also closely monitor the internal use of human biological materials.

STEMCELL has also developed innovative products—such as those for growing organoids— that may reduce or eliminate the need for animal models in some research applications. In April 2025, the U.S. Food and Drug Administration (FDA) published the study, "Roadmap to Reducing Animal Testing in Preclinical Safety Studies," and highlighted several new approach methodologies, including induced pluripotent stem cell and organoid technologies.[10] STEMCELL also provides an increasing range of animal origin-free, animal component-free, and xeno-free products that are produced by eliminating the use of animal-derived primary or secondary raw materials in the manufacturing process.[11]



Cerebral organoids generated using the STEMdiff™ Cerebral Organoid Kit[12] from human pluripotent stem cells maintained in mTeSR™ Plus.[13]

[10] https://www.fda.gov/files/newsroom/published/roadmap_to_reducing_animal_testing_in_preclinical_safety_studies.pdf
[11] https://www.stemcell.com/how-do-we-define-our-media.html
[12] https://www.stemcell.com/products/stemdiff-cerebral-organoid-kit.html
[13] https://www.stemcell.com/products/mtesr-plus.html

Quality Management

As one of our core company values, quality is deeply ingrained in our culture. To ensure we always meet the highest quality standards, we operate a quality management system (QMS) in compliance with relevant and current regulatory requirements and continuously work to improve our QMS, products, and services.

Quality Management System and Certifications

A QMS is a formal system of processes, procedures, and responsibilities for achieving quality policies and objectives. It helps coordinate and direct activities to meet customer and regulatory requirements, drives continuous improvement, and contributes to how we enhance customer satisfaction. STEMCELL's QMS is certified to ISO 13485:2016 and ISO 9001:2015.[14] These international standards, developed by the independent, non-governmental International Organization for Standardization (ISO), define the requirements for operating a QMS for the design and manufacture of high-quality products and related services.

Certification verifies that these standards are met by evaluating inputs and outputs throughout the entire product life cycle, from design and production to assessing customer satisfaction and informing necessary improvements.

STEMCELL has registered in vitro diagnostic medical device products according to country-specific requirements. Select products are CE marked[15] or are registered with country-specific agencies such as the FDA, Australian Therapeutic Goods Administration, and Health Canada.[16] A Quality Management Review Committee, composed of senior leaders, meets on a quarterly basis to review and discuss a variety of quality and business topics required by our ISO certification, as well as to increase awareness of our QMS throughout the organization. These presentations are documented in an approved quarterly report.

OUR QUALITY POLICY

We are committed to:

1. Superior product quality and customer service driven by continuous improvement, customer satisfaction, and innovative scientific research.

2. Compliance with applicable regulatory requirements and maintaining an effective QMS.

[14] Access regulatory documentation, including certificates, at www.stemcell.com/regulatory-support#documentation.
[15] CE marking affirms a product conforms with European health, safety, and environmental protection standards required for goods sold in the European Economic Area. CE is the abbreviation of "conformité européenne," which is French for "European conformity."
[16] Learn more about STEMCELL's regulated products and instruments at www.stemcell.com/regulated-products.

Awareness and Training

All of STEMCELL's quality policies and procedures are controlled in a document management system, and employees are required to complete relevant required training according to their job role. Employee training completion metrics are reviewed at senior leadership meetings on a regular basis in addition to other QMS processes, including, but not limited to, non-conformances, internal and customer audits, change controls, and vendor monitoring to ensure awareness and health of each system. Dashboards and reports have been created for the majority of the QMS processes such that there is awareness of the status of items in real time. Finally, each year, the Quality department hosts a Quality Week campaign for employees, which consists of educational and engaging events that reinforce quality practices.

Customer, User, and Patient Health and Safety

At STEMCELL, stringent controls are integrated across the entire product life cycle to manage risk based on intended use. We offer a variety of products that belong to the following categories:

- Research use only (RUO)
- In vitro diagnostic (IVD; low to moderate risk classification)
- Ancillary materials (for use in further manufacturing)

A product's impact on the user or to a patient's health and safety is dependent on the product's intended use. Our diagnostic products do not directly provide any patient-related diagnostic information and therefore do not directly impact any treatment or therapeutic decisions. Our ancillary material products are not intended to be part of the finished products but are used as supporting materials to enhance the manufacturing of the finished products. There have been no serious adverse events (i.e. death, serious injury, serious public health threat) related to the use of any of our products.

Our ancillary material programs received information requests related to FDA-submission documents or master files this fiscal year, but all communication with global regulatory authorities (e.g. FDA) confirmed a lack of identified non-compliances.

For our diagnostics products, all customer complaints were monitored and investigated in accordance with our quality management system requirements. There were zero reportable events and no recalls.

Marketing and Labeling

Relevant controls are integrated across the entire product life cycle to manage labeling and service information based on the product type and intended use. In the reporting period, there were no incidents of non-compliance concerning product service information and labeling, nor incidents of non-compliance regarding marketing communications.

Data Security, Privacy, and Responsible Use of Technology

STEMCELL is committed to protecting the information and systems that enable our operations, and ensuring transparent and secure interactions with our customers, employees, and partners.

Our security and privacy program is built on the principles of recognized frameworks and regulations, including CyberSecure Canada (CAN/DGSI 104:2021), ISO 27001, and the NIST Cybersecurity Framework. STEMCELL complies with all applicable privacy and data protection legislation, including British Columbia's Personal Information Protection Act, the European Union's General Data Protection Regulation, California's Consumer Privacy Act, and Canada's Anti-Spam Legislation.

Our controls are organized under an information security management system and a multi-year cybersecurity strategy that focuses on hardening our environment, addressing threats, and building resilience. We employ a layered defence model that includes strong authentication, encryption at rest and in transit, secure configuration, vulnerability management, managed detection and response, email and web security, network segmentation, and formal incident response processes supported by round-the-clock monitoring and centralized logging.

Regular risk assessments, external benchmarking, and recovery testing help us validate control effectiveness and drive continuous improvement. We also require our suppliers and cloud service providers to meet standards comparable to our own, and we assess them to ensure compliance with our expectations.

Personal data is handled lawfully, fairly, and transparently, with defined purpose, limited collection, and appropriate retention practice. Employees who design, operate, or support systems that store personal information must review and acknowledge our Privacy and Personal Data Protection Policy. Our Data Protection Officer and Information Security team jointly monitor regulatory changes and update controls as needed. In Fiscal Year 2025, there were no substantiated complaints regarding breaches of customer privacy or losses of customer data.

Cybersecurity and privacy are shared responsibilities at STEMCELL. All personnel complete mandatory training at onboarding and annually thereafter, supplemented by phishing simulations, targeted refresher modules, and role-specific education for higher-risk functions.

We also promote responsible innovation through our Generative AI Tools Acceptable Use Policy, which requires staff training before the use of artificial intelligence (AI) tools, restricts unapproved tools, and prohibits the entry of sensitive data into external AI systems.

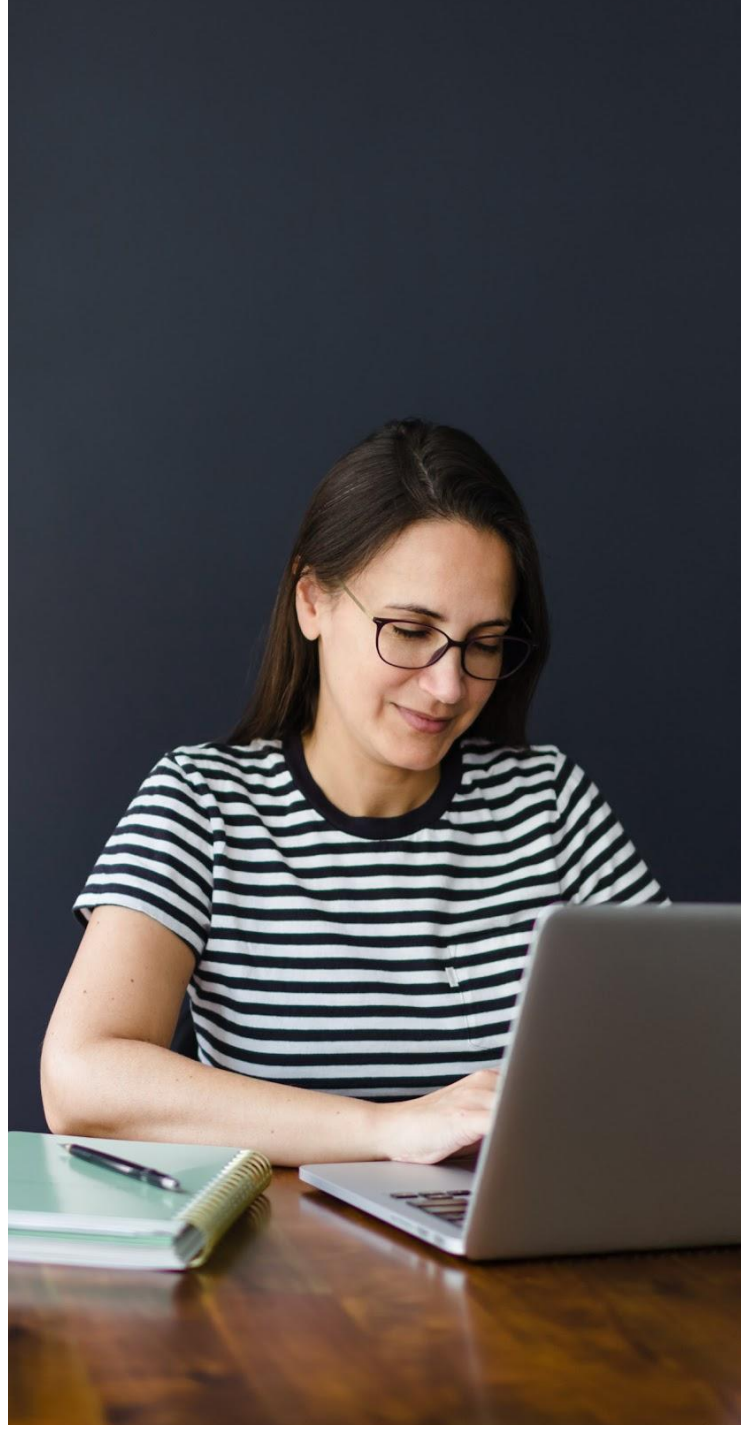


Photo: Tsylos Provincial Park, British Columbia, Canada
John E. Marriott

Responsible Sourcing

STEMCELL relies on a large, global supplier base for the materials and services needed to fulfill our mission. In Fiscal Year 2023, we launched our Supplier Sustainability, Diversity, Equity, and Inclusion Program, executed our first Supplier ESG Assessment (an expansion of our Annual Supplier Performance Evaluation Program), and implemented a responsible sourcing framework. These measures support the extension of our ESG values to our procurement processes for the responsible sourcing of goods and services. In Fiscal Year 2024, STEMCELL published our Supplier Code of Conduct to nurture principles of good governance and accountability throughout our value chain and articulate our core value of integrity.[17] The code outlines the expectations we have of our suppliers, including the requirement to provide safe working conditions, treat employees fairly and respectfully, use ethical business practices, be socially inclusive, ensure information and data security, and exhibit environmental compliance and stewardship.

In Fiscal Year 2025, we formalized the following strategic imperatives for responsible sourcing:

- **Regulatory Compliance:** We are committed to compliance with all applicable ESG legislation and regulations, including those that govern responsible sourcing and require us to perform due diligence with our suppliers to ensure that materials used in our products are procured ethically and sustainably.
- **Net Zero by 2050:** STEMCELL committed to the Science Based Targets initiative (SBTi) in 2024 and became operationally carbon neutral in 2025. We plan to achieve net zero emissions by 2050. As the majority of greenhouse gas emissions (GHG) occur within the supply chain, we need to work collaboratively with our suppliers to accomplish our mutual decarbonization goals.
- **Risk Mitigation and Operational Efficiency:** Our prior manual assessment methods limited our ability to scale our supplier evaluation program. By using a third-party platform we are able to increase coverage, improve data accuracy, and align our efforts with evolving best practices.
- **Shared Values and Continuous Improvement:** We strive to nurture strong, trusting, and lasting relationships with business partners who share our desire to reduce our collective environmental impact, safeguard communities, and embed transparency into our processes. Our Supplier Code of Conduct and Supplier Diversity Policy[18] outline these expectations, and assessment results facilitate collaboration toward meaningful improvements over time.

[17] https://cdn.stemcell.com/media/files/policies/STEMCELL_Supplier_Code_of_Conduct_2024.pdf
[18] https://cdn.stemcell.com/media/files/policies/STEMCELL_Supplier_Diversity_Policy_2024.pdf

Supplier Diversity

We published our STEMCELL Supplier Diversity Policy in 2024 to clearly define the parameters for a diverse-owned business and establish the foundations of a diversified supplier network.[19] These parameters extend beyond the ownership structure to include suppliers' internal diversity metrics and initiatives within their supply chains. Our Supplier Diversity Policy is critical to our business as we seek to foster resilience, stimulate economic growth, and drive innovation through inclusive sourcing practices and a diversified supply chain.

Raw Materials

STEMCELL is committed to minimizing negative impacts on human health and the environment by limiting the use of hazardous chemicals through responsible sourcing. Where applicable, material specifications for our products must comply with the Restriction of Hazardous Substances (RoHS) and Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH) directives.

We are increasingly aware of the risk of human rights abuses occurring during the mining of certain metals commonly known as conflict minerals: tin, tungsten, tantalum, and gold. A very small percentage of STEMCELL's catalog of over 2500 products contains some of these materials; for example, the use of these metals can be difficult to avoid in the circuit boards of our instruments. To prevent the risk of indirectly obtaining minerals from sanctioned smelters, we require suppliers to exercise responsible sourcing in their supply chain, in accordance with the Organization for Economic Co-operation and Development's Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.[20] As part of our due diligence and in support of our customers' reporting responsibilities, suppliers may be asked to provide information to enable STEMCELL to accurately report on the source and chain of custody of minerals.

The regulatory landscape is evolving quickly, and in Fiscal Year 2025, representatives from our Procurement department worked closely with team members across the business to comply with due diligence requirements on numerous materials, including those potentially containing per-and polyfluoroalkyl substances (PFAS), commodities associated with deforestation (per the European Union Deforestation Regulation), embedded carbon, and plastics.

Supplier ESG Assessments and Performance Management

STEMCELL initiated Annual Supplier ESG Assessments in Fiscal Year 2023; the following year we expanded the scope and depth of the assessment and increased coverage by 53%. In order to scale the program, we are in the process of implementing EcoVadis, a third-party sustainability tool that assesses companies' ESG performance across four themes: environment, labor and human rights, ethics, and sustainable procurement.[21] This will allow us to address opportunities for improvement directly in the platform, which includes guidance and recommendations on policies, actions, and reporting activities to address performance gaps. We anticipate greater visibility into our collective ESG impacts and look forward to working with our suppliers to achieve our shared ESG ambitions.

[19] https://cdn.stemcell.com/media/files/policies/STEMCELL_Supplier_Diversity_Policy_2024.pdf
[20] https://www.oecd.org/en/publications/oecd-due-diligence-guidance-for-responsible-supply-chains-of-minerals-from-conflict-affected-and-high-risk-areas_9789264252479-en.html
[21] https://ecovadis.com/

Corporate Governance: Challenges and Ambitions

STEMCELL remains committed to investing in our sustainability program, which continues to evolve and adapt to the changing environment. We are working toward alignment with the Global Reporting Initiative and preparing for the Corporate Sustainability Reporting Directive and other ESG reporting frameworks. As we progress on this journey, we become aware of gaps in our practices, documentation, and reporting. We are continuously working to address these gaps by establishing the necessary processes to fill them or, in some cases where the practice is in place but evidence is not in accordance with the standard, by enhancing our reporting and documentation.

We will continue to explore opportunities to use AI while navigating the evolving ethical, environmental, and regulatory considerations for responsible AI use and implementation.

As the market evolves and more of our customers advance their discoveries toward clinical applications, we will remain a reliable partner by working to provide the required quality compliance framework to support the design and manufacturing of our products.

Our commitment to the SBTi will drive extensive collaboration with our suppliers to gain a deep understanding of their GHG emissions to complete our Scope 3 baseline inventory and achieve our emissions reductions goals. We will be able to gain insights into our expanded supplier assessment program using EcoVadis, providing a more complete understanding of our ESG risks and opportunities so we can work closely with our partners to address areas for improvement. Finally, by working cross-functionally with internal teams to fulfill increasing global compliance obligations with respect to responsible sourcing, we will ensure we have the necessary due diligence measures in place to affirm goods and services are procured ethically and responsibly.

To celebrate the end of Fiscal Year 2025, STEMCELL's founder, President and CEO Dr. Allen Eaves, hosted a company meeting in Vancouver to provide employees with corporate updates, set the strategic direction for the new fiscal year, and answer employee questions.

Members of STEMCELL's Executive Management Team at the Fiscal Year 2025 year end meeting.

FEATURE STORY

Operations and Governance in Action

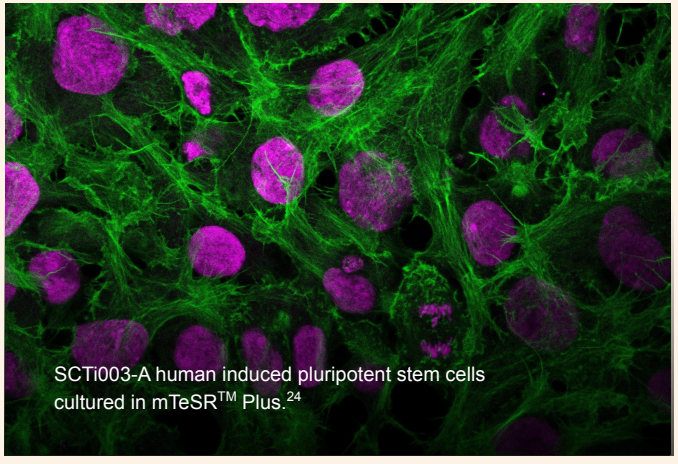
Enhancing Genetic Diversity in iPSC Models

This fiscal year, STEMCELL Technologies expanded its portfolio of human induced pluripotent stem cell (iPSC) lines to support greater diversity in disease modeling, drug discovery, and regenerative medicine. Two new healthy control lines, SCTi005-A and SCTi006-A, were released to complement the previously established SCTi003-A and SCTi004-A lines. Together, this collection offers researchers access to well-characterized human iPSC lines derived from donors of different ages, sexes, ancestries, blood types, and HLA haplotypes.

These four lines reflect STEMCELL's commitment to advancing inclusive and ethically responsible science. SCTi003-A was derived from a 48-year-old female donor of European ancestry and SCTi004-A from a 23-year-old male donor with African ancestry. In 2025, SCTi005-A, from a female donor of East Asian and South Asian ancestry, and SCTi006-A, from a male donor of European ancestry, were added to increase the diversity and utility of the platform. All donors were healthy adults who met rigorous eligibility criteria, including body mass index, tobacco-free status, and medical history screening.

Each iPSC line undergoes comprehensive characterization, including karyotyping, whole-genome sequencing, trilineage differentiation, and analysis of undifferentiated marker expression. They are registered and certified by hPSCreg®,[22] confirming that each line meets internationally recognized ethical and scientific standards for cell line provenance and documentation. In addition, these iPSC lines are manufactured and qualified in alignment with the International Society for Stem Cell Research's 2023 *Standards for Human Stem Cell Use in Research*, which outlines best practices for cell authentication, genomic stability, pluripotency assessment, and model system development.[23]

Incorporating diversity into stem cell models strengthens the relevance and impact of biomedical research. Differences in ancestry, sex, and genetic background can influence how diseases develop and how individuals respond to treatment. Experimental systems that reflect this variation support more robust conclusions and help reduce bias in early-stage discovery and development.



SCTi003-A human induced pluripotent stem cells cultured in mTeSR™ Plus.[24]

By investing in tools that support inclusive science, STEMCELL is contributing to a more equitable research environment. The availability of SCTi003-A, SCTi004-A, SCTi005-A, and SCTi006-A allows scientists to pursue studies and data that are more representative of the global population. This initiative reflects our broader commitment to rigor, reproducibility, and ethical responsibility in the development of research-enabling technologies.

[22] https://hpscreg.eu/
[23] https://www.isscr.org/basic-research-standards
[24] https://www.stemcell.com/products/mtesr-plus.html?

Environmental Sustainability

Overview

According to Planetary Boundary Science's 2025 report, 2025 was characterized by increasing pressure on and further deterioration and destabilization of the systems that regulate our planet.[25] Despite our planet's intrinsic resilience, "human activities have collectively pushed Earth beyond its safe operating space."[26] STEMCELL Technologies recognizes that the private sector has a critical role to play in addressing aspects of business that impact planetary health and, as stated in our Environmental Policy, we are committed to environmental protection, compliance with environmental legislation, and continuous improvement of our environmental management system (EMS).[27]

This section of the report describes the scope and function of our EMS and the progress we made in Fiscal Year 2025 in addressing key impact areas of climate, waste, energy, and water. We also outline our product life cycle approach, employee participation initiatives, and environmental impact investments.

Photo: Bowron Lake Park, British Columbia, Canada
Chris Harris

[25] https://www.planetaryhealthcheck.org/
[26] See note 25.
[27] See full policy on page 30.

Fiscal Year 2025: Environmental Sustainability at a Glance

Committed

To reduce greenhouse gas emissions via the Science Based Targets initiative

2025

Year in which we achieved operational carbon neutrality

80%

Achievement of EMS Objectives Realization Plan goals

16%

Reduction in our global Scope 3 greenhouse gas emissions intensity over the previous year[28]

12%

Reduction in our global Scope 1 and 2 greenhouse gas emissions intensity over the previous year

98%

Employee completion rate of annual environmental management system training[29]

33%

Waste from our operations diverted from landfill

81%

Employees who agree or strongly agree STEMCELL is committed to protecting the environment

Activities in this chapter help to advance United Nations Sustainable Development Goals 6,12, and 13. For more information, see the Appendix.

[28] See what is included in our 2025 scope 3 inventory on page 35.
[29] For British Columbia-based employees.


Photo: Central Coast, British Columbia, Canada
Chris Harris

Environmental Management System

STEMCELL's EMS was launched and certified to ISO 14001 in 2022.[30] The scope of the EMS includes activities that take place at our British Columbia facilities in Canada, where the majority of our research and development and manufacturing activities are located.[31] The EMS is governed by the EMS Executive Management Team, who set five annual objectives to be realized throughout the fiscal year. In Fiscal Year 2025, we achieved four of our five annual EMS goals with very strong progress made on the remaining goal.

Our first goal was to achieve carbon neutrality for Scope 1 and 2 emissions and initiate our net zero strategy by developing near- and long-term science-based greenhouse gas (GHG) reduction targets. We achieved carbon neutrality by transitioning our facilities to renewable energy where available and offset the balance using high-quality, verified carbon offsets. We intend to maintain operational carbon neutrality on our path to net zero. This ambitious journey began in Fiscal Year 2025 as we kicked off a project to complete our baseline inventory of GHG emissions in accordance with our commitment to the Science Based Targets initiative (SBTi), the focus of our second goal. Our third goal was to reduce Scope 3 carbon intensity by 1% by reducing emissions from downstream transportation and distribution. We achieved an overall 16% reduction in Scope 3 carbon intensity driven by a 5% reduction in carbon intensity from downstream transportation and distribution, a 1.4% reduction in carbon intensity from waste from operations, and a 9% reduction in carbon intensity from employee business travel. Our fourth goal was to implement processes to reduce hazardous waste by focusing on decreasing expired inventory expenses by 25%. Thanks to a combination of efforts to optimize demand planning and mitigate expired inventory, we saw a 17% reduction in expired inventory expenses, achieving 68% of our target.

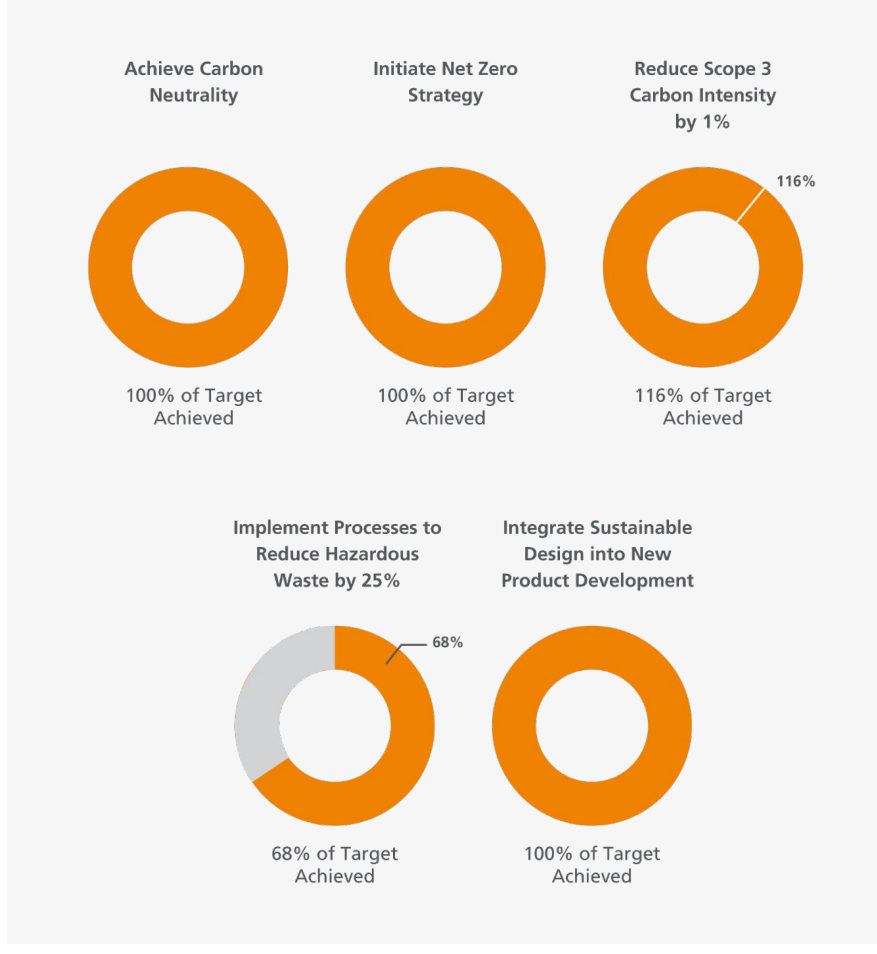


Figure 3. 2025 EMS Objectives Realization Plan Goals

We achieved four out of five of our Fiscal Year 2025 EMS Objectives Realization Plan Goals and partially achieved one goal.

[30] View our certificate at www.stemcell.com/media/files/certificates/ISO14001-Certificate-2022.pdf

[31] The scope of STEMCELL's EMS is the design, manufacture, distribution, and sales of Good Manufacturing Practices (GMP) products and Research Use Only (RUO) products, reagents, and laboratory equipment, which are complemented by services, including contract assays, proficiency testing, and training.

Our fifth and final goal was to integrate sustainable design considerations identified during last fiscal year's life cycle limited analyses, which have now been incorporated into the new product development process.

The EMS follows a plan-do-act-check model of continuous improvement, where all employees are encouraged to submit ideas to improve our environmental impact, as well as report on non-conformities and environmental incidents. This year, we received 20 continuous improvement suggestions. Employees are also enrolled in a regularly updated annual training course that describes the EMS program, our Environmental Policy, our annual environmental objectives, and how the EMS program is structured and administered. In Fiscal Year 2025, 98% of our British Columbia-based staff completed this course.

Our EMS requires us to have a detailed understanding of the environmental context in which we operate, including the needs and expectations of interested parties, compliance obligations, risks and opportunities, and an inventory of all of the elements of the business that may impact the environment, which are documented in our Aspects and Impacts Register.

Every year, the EMS is audited by a third party, and in Fiscal Year 2025 our EMS was recertified to ISO 14001 with no major non-conformances.

Photo: Yoho National Park, British Columbia, Canada
Don Johnson

Photo: Assiniboine Provincial Park, British Columbia, Canada
Chris Collacott

Environmental Risks and Opportunities

From the identification of needs and expectations of interested parties arises a number of environmental risks and opportunities for the business. Our approach to each risk and opportunity is documented in our EMS Risk and Opportunities Registers, where we evaluate the probability and consequence, including cost, of each instance and record mitigation plans and adjusted risk after mitigation. Examples of climate-related risks include major supply chain disruption due to climate change impacts and severe weather events causing risks to employee health and operations. The company has specialized plans and processes addressing risk at a department level; for example, Facility Incident Management covers the reestablishment of business operations in case of unforeseen major events across facilities globally.

OUR ENVIRONMENTAL POLICY

We are committed to:

1. Protecting the environment by adopting good environmental management practices, reducing waste, and minimizing STEMCELL's contribution to climate change.
2. Compliance with all applicable environmental legislation and regulations.
3. Continuous improvement and maintaining an effective environmental management system.

Our Progress in 2025

Fiscal Year 2025 marks an inflection point in our sustainability maturity as we expand and realign our carbon accounting in accordance with our SBTi commitment. Previous STEMCELL annual sustainability reports[32] included significant GHG emissions for our offices and distribution centres, and we are now in the process of updating our organizational boundary to include all STEMCELL entities, including subsidiaries, following SBTi and GHG Protocol guidelines.[33] Our Scope 3 data has historically consisted of emissions from shipping, dry ice, travel, and waste, whereas we are now including these emissions within the appropriate Scope 3 category as defined by GHG Protocol, (for example, "shipping" is now Category 9: Downstream Transportation and Distribution"). At the time of preparation of this report, our data collection and validation was still underway; consequently, this year's report includes the same scope of emissions as our 2024 annual sustainability report, but with greater completeness and aligned to the SBTi methodology and category terms.

Photo: Banff National Park, Alberta, Canada
John E. Marriott

[32] To access our 2023 and 2024 annual sustainability reports, visit: https://www.stemcell.com/our-responsibility
[33] https://ghgprotocol.org/

Climate

STEMCELL became carbon neutral this fiscal year, fulfilling our 2022 commitment to do so by calendar year 2025. We plan to maintain operational carbon neutrality on our journey to net zero by 2050. The focus of our climate strategy this year has been the expansion of our GHG inventory to include all Scope 3 categories as defined by GHG Protocol, as we plan to set near-term and long-term targets for validation by SBTi in calendar year 2026.

Figure 4. Our Science Based Targets initiative Commitment and Milestones

STEMCELL committed to SBTi in 2024, and we are currently in the process of completing our GHG inventory and baseline in order to submit targets for validation to SBTi in 2026. From there, we will develop our decarbonization strategy to achieve our near-term reduction targets by 2035 and net zero by 2050.

Carbon Strategy

When we launched our EMS in 2022, we committed to being carbon neutral by 2025 and focused on minimizing Scope 1 and 2 emissions. At the same time, we developed monitoring and mitigation strategies for select Scope 3 emissions, based on data availability and the significance of the output, as defined in our EMS Environmental Aspects and Impacts Register. With this foundation in place, we are proud to have taken the next step toward net zero emissions by committing to the SBTi in 2024. As a result, we will be developing near- and long-term targets aligned with the Paris Agreement goals.[34]

STEMCELL is in the process of collecting and consolidating emissions data across all global operations to define a complete and consistent GHG inventory. As a result, data gaps remain, particularly within certain Scope 3 categories and regional facilities, and some estimates are based on partial or proxy data.

STEMCELL is committed to enhancing data quality and completeness through improved data management systems, supplier engagement, and integration with energy and procurement data. These efforts will support the development of a GHG inventory compliant with the GHG Protocol for our future reporting cycles.

Photo: Jasper National Park, Alberta, Canada
John E. Marriott

[34] https://sciencebasedtargets.org/

Greenhouse Gas Emissions Methodology and Terminology

STEMCELL's GHG emissions are calculated in alignment with the principles of the GHG Protocol Corporate Accounting and Reporting Standard, covering Scopes 1, 2, and relevant Scope 3 categories, unless otherwise stated.[35] The organizational boundary is based on financial control, which includes operations over which STEMCELL has the ability to direct financial and operating policies. Emissions were calculated using available activity data and, where applicable, region-specific emission factors sourced from recognized authorities, primarily government agencies in the regions where we operate.

Direct (Scope 1) Greenhouse Gas Emission

Scope 1 emissions are direct GHG emissions that occur from sources controlled or owned by our organization.[36] STEMCELL's Scope 1 emissions occur from on-site fuel use, primarily from stationary combustion of conventional and renewable natural gas within our facilities. We purchase renewable natural gas at a premium in some of our British Columbia facilities and currently calculate associated emissions using our vendor's emissions factor—a methodology that may evolve as we align with SBTi and GHG Protocol guidance. We also track fugitive emissions, also referred to as the unintended release of gases, such as refrigerant leaks. In Fiscal Year 2025, STEMCEL's total direct Scope 1 emissions were 331 tonnes of carbon dioxide equivalent (tCO_2e).

Energy Indirect (Scope 2) Greenhouse Gas Emissions

Scope 2 emissions refer to indirect GHG emissions from the generation of purchased electricity consumed by STEMCELL operations using the location-based method.[37] The majority of STEMCELL facilities operate on renewable electricity, described in greater detail in the Energy section of this report. In Fiscal Year 2025, STEMCELL's total energy indirect Scope 2 emissions were 515 tCO_2e.

[35] https://ghgprotocol.org/corporate-standard
[36] See note 35.
[37] We do not currently use market-based methods.

Other Indirect (Scope 3) Greenhouse Gas Emission

Scope 3 emissions are the result of activities our organization does not control directly or indirectly, but that we influence in our value chain.[38] This includes indirect upstream and downstream activities such as fuel- and energy-related activities not included in Scope 1 or Scope 2, waste generated in operations, business travel, downstream transportation and distribution, end-of-life treatment of sold products, and downstream leased assets. We are in the process of updating our Scope 3 inventory to align with SBTi and GHG Protocol guidance and currently include the following categories in our accounting.

Category 3: Fuel- and Energy-Related Activities (not included in Scope 1 or 2)

This category includes indirect emissions associated with the production and delivery of energy consumed by STEMCELL but not captured under Scopes 1 or 2. This includes transmission and distribution losses from electricity used across our facilities.

Category 5: Waste Generated in Operations

This category includes emissions associated with the disposal and treatment of waste generated at STEMCELL's facilities. For Fiscal Year 2025, data was collected for Canadian operations, which represent the majority of STEMCELL's waste footprint. Emissions were estimated based on the volume and type of waste generated and the corresponding treatment methods, such as landfill, recycling, or incineration.

Category 6: Business Travel

This category encompasses emissions from employee business travel not directly managed by STEMCELL and is currently limited to air travel. We are working to include all travel modes and geographic regions as part of our SBTi commitment.

Category 9: Downstream Transportation and Distribution

This category includes emissions associated with the transportation and distribution of sold products after sale, where the transport is arranged or paid for by customers or distributors, rather than by STEMCELL. For Fiscal Year 2025, emissions were calculated using available shipment data for deliveries managed through customer shipping accounts, applying relevant emission factors based on estimated transport mode, distance, and shipment weight.

Category 12: End-of-Life Treatment of Sold Products

This category includes emissions associated with the disposal and end-of-life treatment of products sold by STEMCELL. At present, this category captures emissions from the purchase and use of dry ice (CO_2), and future reporting cycles will be expanded as additional downstream end-of-life impacts are assessed.[39]

Category 13: Downstream Leased Assets

This category includes emissions from assets leased out to third parties. Currently, this includes emissions associated with electricity consumption at leased facilities where the tenant manages, procures, and pays for the electricity. Although STEMCELL does not control this energy use, these emissions are included in alignment with GHG Protocol requirements for downstream leased assets. The scope of reporting for this category will continue to be evaluated as methodologies evolve.

[38] https://ghgprotocol.org/sites/default/files/standards/Scope3_Calculation_Guidance_0.pdf
[39] For more information on product sustainability, see Product Life Cycle, page 44.

Greenhouse Gas Emission Intensity

Greenhouse Gas Emissions Intensity

This fiscal year, Scope 1 and 2 emissions intensity decreased by 12% compared to the same period last year. Emissions from stationary combustion (natural gas and diesel use) declined by approximately 6%, similar to the reduction in purchased electricity. Fugitive emissions decreased by less than 1%.

Overall, Scope 3 carbon intensity decreased by 16% over the past year, demonstrating progress toward managing value chain impacts, particularly through lower business travel and distribution-related emissions. Business travel decreased by 9%. A 5% decrease in emissions from downstream transportation and distribution suggests improved logistics efficiency, reduced distributions, or a shift toward lower-emission transportation options. A modest 1% reduction in emissions from waste generated in operations indicates slightly improved waste management or lower waste generation volumes, potentially due to ongoing operational efficiency measures. Fuel- and energy-related activities (not in Scope 1 or 2) decreased negligibly, which is consistent with stable energy procurement patterns. Emissions from end of life treatment of sold goods decreased 1%, and downstream leased assets emissions decreased negligibly, reflecting consistent operations.

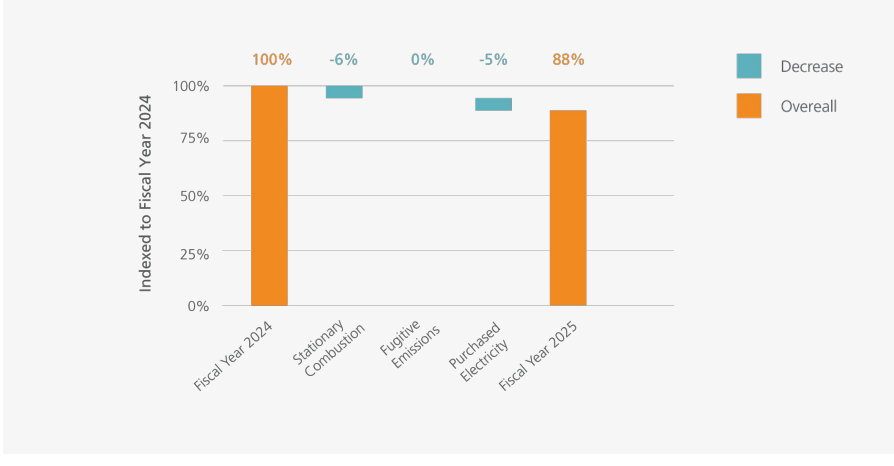


Figure 5. Fiscal Year 2025 Scope 1 and 2 Carbon Intensity Indexed to Fiscal Year 2024

Global Scope 1 and 2 intensity decreased by 12%, driven by a decrease in both stationary combustion and purchased electricity. Values less than 1% have been rounded to 0%. Values do not add to exactly 100 due to rounding.

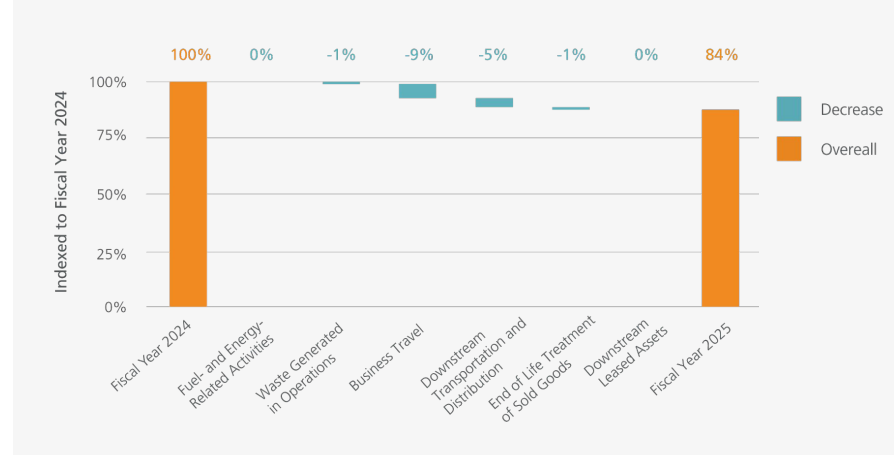


Figure 6. Fiscal Year 2025 Scope 3 Carbon Intensity Indexed to Fiscal Year 2024

Global Scope 3 intensity decreased by 16%, driven primarily by a reduction in business travel. Values less than 1% have been rounded to 0%.

Waste Classification and Treatment

STEMCELL's office, laboratory, manufacturing, and distribution activities produce four types of waste, which are classified by how they are treated.

- Hazardous waste is incinerated to prevent damage to health or the environment. A portion of STEMCELL's hazardous waste is processed by a waste-to-energy facility that recovers heat generated by incineration, converting it into clean electricity.
- Organic waste is composted.
- Recycling, including paper products, soft plastic, polystyrene, industrial plastics, mixed plastic containers, and glass, is collected, sorted, processed, and then converted into new materials.
- All other waste (garbage) is sent to the landfill.

It is imperative that all employees understand how to properly dispose of waste in our facilities. As such, all employees are trained on STEMCELL's Waste Management Module, which outlines a hierarchy of waste management principles from most to least desirable.

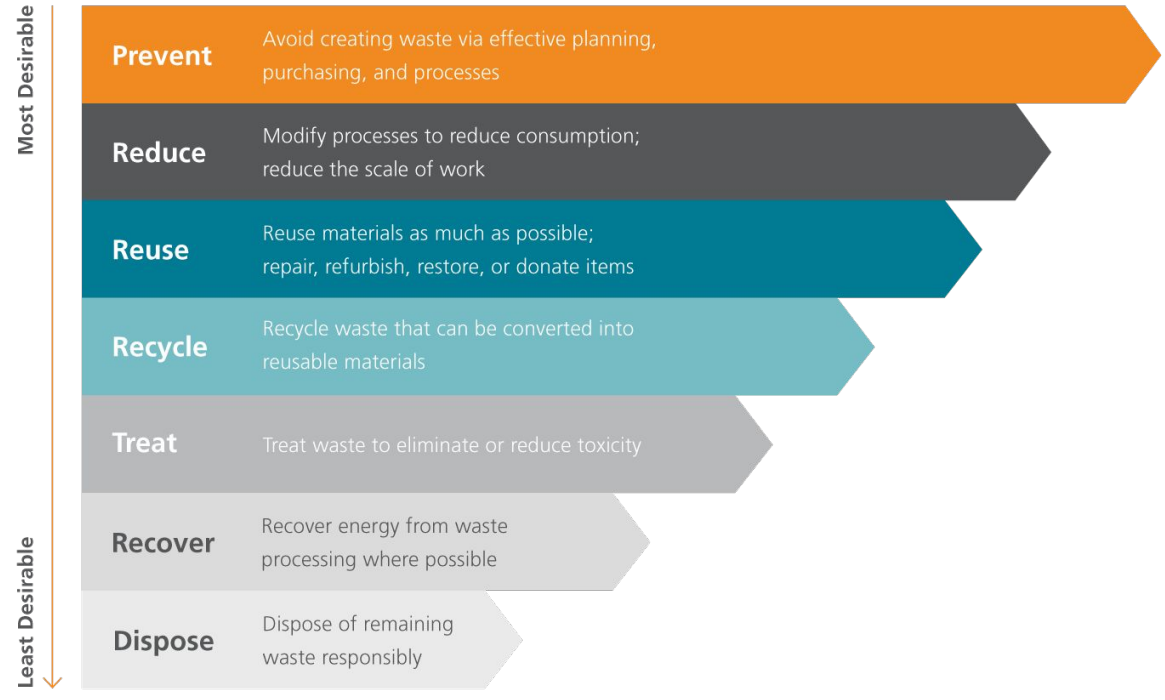


Figure 7. Hierarchy of Waste Management Principles

When determining how to process waste, employees are trained on the hierarchy of waste management principles, which indicates that the landfill is considered a last resort.

Waste Performance: Composition

Our Fiscal Year 2025 waste profile shows a positive shift toward higher-value recovery pathways between Fiscal Year 2024 and 2025, consistent with the observed increase in the landfill diversion rate (from 27% to 33%).

- **Hazardous Waste (Incineration with Energy Recovery):** Decreased from 62% to 56%, reflecting a shift away from energy recovery pathways toward material recovery. While hazardous waste remains the largest waste treatment method, the reduction suggests growing emphasis on upstream waste prevention and improved recycling infrastructure.
- **Recycling:** Improved from 25% to 30%, demonstrating stronger materials diversion and enhanced recycling participation across operations. The rise in recycling and composting together accounts for the overall improvement in landfill diversion performance.
- **Organics (Composting):** Increased from 2% to 4%, indicating early success in expanding organics recovery programs. This growth suggests improved segregation of food and biodegradable waste streams.
- **Garbage (Landfill):** Remained constant at 11%, showing no increase in direct landfill disposal despite operational growth. This stability suggests effective waste management practices are consistent.

Overall, the Fiscal Year 2025 waste composition demonstrates a strategic move toward circular waste management, emphasizing recycling and composting over disposal and incineration. The reduction in incineration and increased diversion align with emission reduction and sustainability objectives, supporting both Scope 3 waste performance improvements and broader resource efficiency goals.

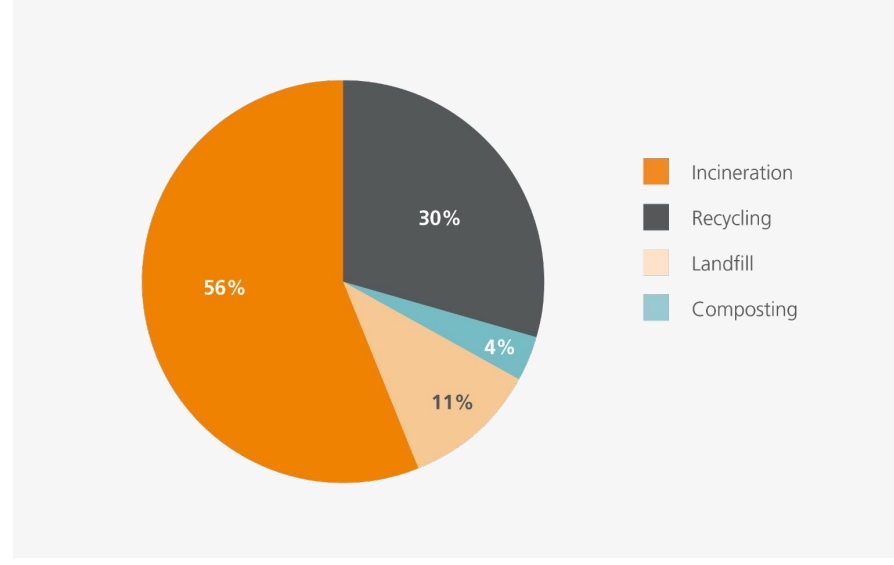


Figure 8. Waste Composition (%) by Category

Our waste composition this year was predominantly hazardous waste, followed by recycling, garbage, and organics. Numbers do not add to exactly 100 due to rounding.

Waste Performance: Treatment and Intensity

Total waste-related emissions decreased by 18% in Fiscal Year 2025 compared to the previous fiscal year (indexed to 82%). This reduction reflects ongoing improvements in waste management practices and a tangible shift toward higher waste diversion and material recovery.

- **Hazardous Waste (Incineration with Energy Recovery):** Showed the most significant decrease (-16%), driven by a reduction in total waste sent to incineration (from 62% to 56%).
- **Recycling:** Decreased marginally (-1%) in indexed emissions despite higher recycling rates (from 25% to 30% of total waste). This indicates greater diversion efficiency and reduced emissions intensity per tonne of recycled material.
- **Organics (Composting):** Increased slightly (+1%), aligning with the rise in composted waste volume from 2% to 4% of total waste. Expanding composting infrastructure is helping divert organics away from landfill and incineration, reducing methane generation and associated emissions.
- **Garbage (Landfill):** Emissions declined by 2%, consistent with the improved landfill diversion rate (from 27% to 33%). Reduced landfill disposal directly lowers methane-related emissions and supports circularity targets.

Overall, the data indicate a comprehensive improvement in waste performance, with both volume-based and emission-based indicators trending positively. The transition away from incineration and landfill toward recycling and composting has contributed to a notable emissions reduction within the waste category, aligning with Scope 3 and circular economy objectives.

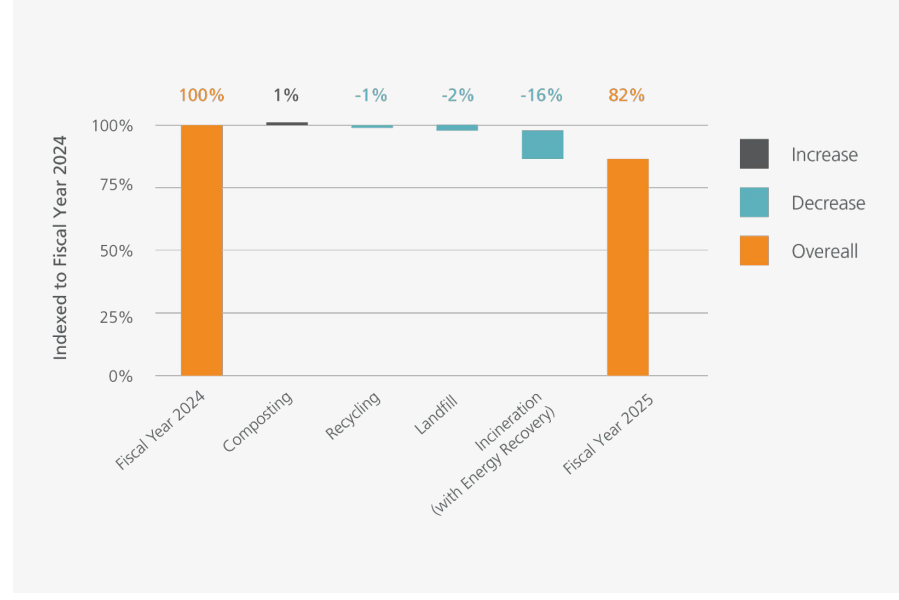


Figure 9. Fiscal Year 2025 Waste Intensity, Indexed to Fiscal Year 2024

Landfill Diversion

The landfill diversion rate improved from 27% in Fiscal Year 2024 to 33% in Fiscal Year 2025, representing a six-percentage-point increase (or approximately 22% improvement year-over-year). This positive trend reflects ongoing efforts to enhance waste segregation, recycling, and recovery programs across facilities.

Key drivers may be attributed to:

- Expanded recycling programs and improved collection infrastructure
- Increased employee awareness and participation in waste reduction initiatives
- Enhanced supplier take-back or material recovery partnerships

Despite progress, the diversion rate indicates that two-thirds of operational waste still goes to landfill, highlighting continued opportunities to increase diversion through initiatives such as organics recovery, expanded recycling streams, and waste minimization at source.

Product Packaging and Circularity

The bottles and packaging that contain our products are carefully selected to maintain the integrity of our products during transportation and customer use. Whenever possible, bottles and packaging are made from recycled material or can be recycled.

- Shipping cases contain up to 50% recycled material and 100% are recyclable in most domestic waste streams.
- All white branded boxes are recyclable and use water-based dyes.
- All product bottles are recyclable in most domestic waste streams once rinsed, unless they are labeled hazardous and should be handled as such.
- All paper inserts are recyclable, and many of our product information sheets are no longer included with our packaging as they are easily accessible online.
- Polystyrene, which is sometimes used in our exterior packaging to maintain product integrity during transportation, is recyclable in many municipalities.

Regardless of the type of packaging, STEMCELL advises its customers to follow the disposal guidelines of their respective institutions and recycle whenever possible.

Members of our distribution, packaging, and logistics teams continue to work together to investigate polystyrene alternatives, greener and circular packaging options, and alternative conveyances when possible, such as shipping by sea. This fiscal year, five initiatives were completed:

- **Consolidation of deliveries by shipping condition:** We reduced negative environmental impacts without compromising product integrity by consolidating packaging to mitigate impacts from non-hazardous waste, dry ice CO_2 emissions, and air shipping CO_2 emissions.
- **Optimized dry ice quantities:** We reduced dry ice for select routes by more than 15% by introducing more rigorous controls and training, which in turn lowered CO_2 emissions from the dry ice itself as well as from air shipping due to lighter package weights.

- **Reduction of expanded polystyrene (EPS) foam use in shipments:** We implemented an alternative solution that allowed us to fully eliminate the use of EPS (i.e. styrofoam) panels in our supply chain, resulting in a reduction of 4.5 tonnes of EPS used annually.
- **Expanded use of ocean freight:** We sought opportunities to move shipments through ocean freight as a more sustainable substitution to air shipments.
- **Reduction of shipments through localization of distribution centre processes:** We reduced transatlantic shipments of certain products by having distribution centers perform some processes locally, which were previously managed by central hubs.[40]

Waste Electrical and Electronic Equipment Directive

STEMCELL-manufactured instruments comply with STEMCELL's Equipment Waste Responsibilities Policy, which aligns with the European Waste Electrical and Electronic Equipment (WEEE) Directive.[41] This STEMCELL policy outlines our responsibilities at the end of life of our instruments, including support for instrument recycling or receiving used instruments for proper disposal, refurbishment, or research. As such, instruments bear the WEEE symbol and their technical manuals explain that they are designed for easy dismantling and recycling.

Put simply, we will take back any STEMCELL-manufactured or -distributed instrument or ensure that it is recycled locally by a certified entity.[42]

STEMCELL instruments, including the STEMprep™ Tissue Dissociator, bear the WEEE symbol and are designed for easy dismantling and recycling.[43]

[40] These initiatives are expanded upon in this report in the environmental sustainability feature story, "Innovations in Sustainable Logistics," which can be found on page 48.
[41] https://environment.ec.europa.eu/topics/waste-and-recycling/waste-electrical-and-electronic-equipment-weee_en
[42] For more information, refer to product technical manuals on www.stemcell.com or contact techsupport@stemcell.com to learn more about instrument disposal in accordance with WEEE.
[43] https://www.stemcell.com/products/product-types/instruments-and-software/stemprep-tissue-dissociator.html

Labware Donations

In Fiscal Year 2025, STEMCELL's Laboratory Operations further broadened its labware reallocation program to support interdepartmental sharing of lab consumables and equipment. The labware donation program was originally introduced in Fiscal Year 2023 to donate unwanted labware—including equipment, pipettes, storage bottles, filters, and petri dishes—to local universities and science, technology, engineering, and math (STEM) learning organizations. Building on its success, the program was expanded in Fiscal Year 2024 to redistribute unneeded items from our Manufacturing and Quality Control departments. After a successful pilot, the new equipment reassignment program is now in operation, improving internal efficiency while following the prevent, reuse, and reduce principles of our hierarchy of waste management.

This fiscal year, more than $125,000 CAD in items were donated to local universities and STEM capacity-building organizations, including the Canadian Alliance for Skills and Training in Life Sciences, the British Columbia Institute of Technology, and Science World in Vancouver.

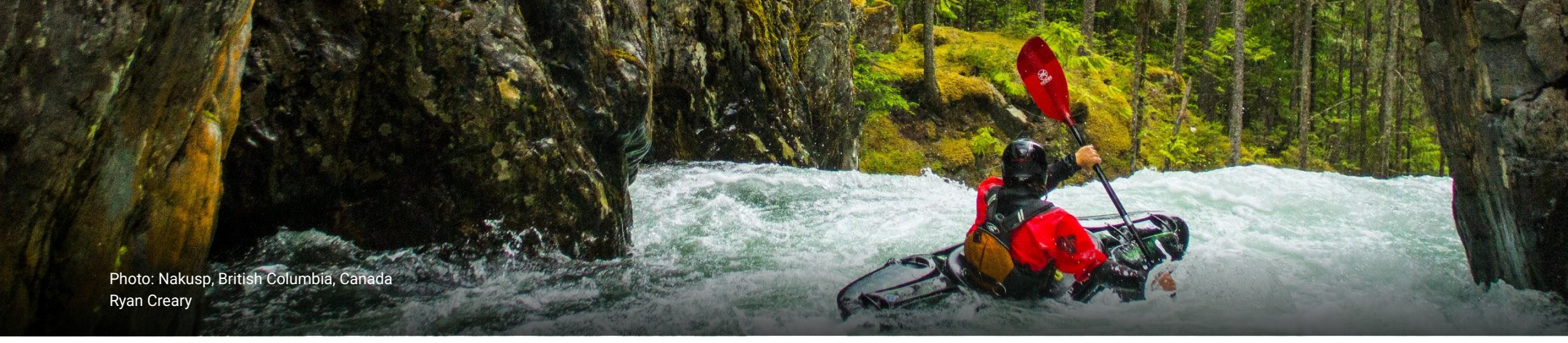


Photo: Nakusp, British Columbia, Canada
Ryan Creary

Energy

The focus of our energy strategy for the past two years has been to expand our GHG accounting coverage from the initial scope of our EMS while identifying opportunities to transition our facilities to clean energy sources where possible.

In Fiscal Year 2025, we made significant progress transitioning to sustainable energy sources and are proud to report that nearly 90% of our global facilities are powered by carbon-free energy. All of our facilities in British Columbia—where we are headquartered—use hydroelectric power, and this year, we switched from conventional natural gas to renewable natural gas at 80% of our British Columbia facilities. Our offices in France, Germany, and the United Kingdom run on 98-100% carbon-free electricity, our United States Distribution Centre uses renewable electricity, and our China offices use a mix of conventional and renewable energy. We are investigating further opportunities to complete our clean energy transition across our global facilities.

To optimize energy consumption, new STEMCELL facilities are designed with energy efficiency in mind. Our new biomanufacturing facility includes numerous sustainable design features, including auto-tinting electrochromic windows, energy-efficient glass skylights to maximize natural light while keeping the building cool, LED lighting and occupancy sensors, and a state-of-the-art building management system that operates energy-saving functions after hours. We also have one Leadership in Energy and Environmental Design (LEED)-certified facility, which integrates sustainability practices into building operations, including energy efficiency and zero waste. At sites where renewable energy is not currently available, we seek to leverage energy-efficient building systems whenever possible.

In addition, we are exploring ways to reduce energy in laboratory settings by creating awareness of energy-saving habits and behaviors, and evaluating tools to automate these efficiencies.

Water and Effluents

STEMCELL complies with spill reporting regulations under Canada's Environmental Management Act, and our Environmental Health & Safety (EHS) Team conducts regular spill drill training to prevent contamination of water systems should a spill occur. STEMCELL has never had an environmental incident involving a release to water.

Water efficiency is a consideration in all new building designs, and our biomanufacturing facility includes low-flow water fixtures, arid-tolerant landscaping, and efficient irrigation to minimize water waste.

Product Life Cycle

STEMCELL's EMS takes a life cycle perspective, meaning environmental impact is considered at all stages of product development. To deepen our understanding of the environmental impact of our products, last fiscal year we conducted a limited life cycle assessment and conceptual map of two products within the same product family, but with different formulations and manufacturing compliance conditions. The project objectives were to evaluate and document the most significant contributions to the products' carbon footprint across the value chain, identify actionable internal and external levers where we could make the greatest improvements, determine essential considerations to integrate into new product development, and propose longer-term recommendations for next steps in sustainable product design.

Following the Embedding Project Life Cycle Thinking guidelines,[44] the project team mapped the environmental impacts of a STEMCELL product from conception through disposal. We then quantified impact "from gate to grave" by cycle stage for select environmental aspects, including water use, CO_2e emissions, and waste. To measure the carbon footprint, the project team followed ISO 14044 guidance and used recommended emissions factors databases where possible.[45] The team then reviewed the findings, both by stage and in aggregate, and discussed possible interventions, including near-term recommendations and longer-term ideas and suggestions.

Based on the results of the life cycle maps and limited analyses, the project team proposed ten practical considerations for incorporation into the new product proposal process. These considerations built upon or replaced existing environmental considerations, and in Fiscal Year 2025, eight were integrated into our new product proposal process as a mandatory step. The Life Cycle Approach training module was created and added to our annual EMS training, which all British Columbia-based employees are required to complete.

The project team also offered nine longer-term suggestions for sustainable product development to guide further discussions on the future of product sustainability at STEMCELL, which are being contemplated as part of our sustainable-by-design strategy.

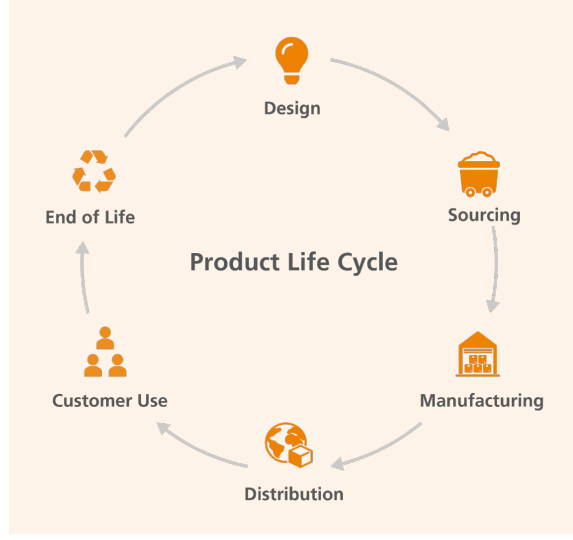


Figure 10. Product Life Cycle Stages

STEMCELL takes a life cycle approach to new product development and considers environmental impact at all life cycle stages.

In Fiscal Year 2026, our teams are digging deeper into the impact of the customer use life cycle stage by reviewing customer workflows in order to identify opportunities to reduce the environmental footprint of our protocols and recommended support materials.

[44] https://embeddingproject.org/pub/resources/EP-Life-Cycle-Thinking.pdf
[45] https://www.iso.org/standard/38498.html

Employee Participation

STEMCELL employees demonstrate a high degree of awareness and engagement when it comes to our environmental sustainability initiatives. This was recently exemplified in our 2025 Annual Employee Engagement Survey results, in which 81% of our employees agree or strongly agree that "STEMCELL is committed to protecting the environment," which is 1% above the global benchmark.[46]

Continuous improvement is a critical component of our EMS, and employees are encouraged to submit suggestions for continuous improvement initiatives. In Fiscal Year 2025, we received 20 suggestions for energy-saving, water-saving, and CO_2-saving efficiencies. Improvements are evaluated by the appropriate subject matter expert or committee and prioritized by significance, as outlined in our Environmental Aspects and Impacts Register. Areas of particular interest this year include improvements in packaging, logistics, and distribution as well as ways to improve the environmental footprint of our laboratories.

Our Lab Sustainability Committee, composed of members of our laboratory, EHS, and EMS teams, evaluates environmental opportunities specific to the lab setting. In Fiscal Year 2025, some examples included investigating solutions to reduce consumption of plasticware and adopting practices to reduce energy consumption from lab equipment.

To support our on-site employees in decarbonizing their commutes, we offer bike lockers and electric vehicle charging stations at many of our facilities and, whenever possible, ensure our locations are reasonably close to public transportation.

[46] Benchmarking is established by our engagement survey provider with one of the world's largest normative databases, which includes input from 10 million employees, 20 industries, 116 million employee engagement survey responses, and 142 countries.

Environmental Impact Investment

In addition to our commitment to reducing the environmental impact of our operations, we also contribute financially to organizations working to conserve land, protect biodiversity, capture carbon, and provide climate resources. For the past five years, STEMCELL's global Earth Day campaign has supported Fauna & Flora, the world's oldest conservation organization.[47] This year's campaign theme aligned with the global Earth Day[48] theme of Our Power, Our Planet, and featured a presentation on STEMCELL's carbon strategy, including an overview of Scope 1, 2, and 3 emissions, our investments in renewable energy, and commitment to the SBTi. Our campaign also included an employee photo submission contest focused on the theme of renewable energy.

Throughout the year, STEMCELL also sponsors Let's Talk Science, a Canadian-based organization that provides STEM enrichment programs for children and youth in Canada. In particular, STEMCELL has supported Let's Talk Science's climate programming initiatives, including activities, events, projects, and resources to enhance the climate understanding of school-age children.[49]

High-Quality, Verified Carbon Offsets

To fulfill our 2022 commitment to be carbon neutral by 2025, STEMCELL invested in renewable energy at all of our global facilities (where it is currently available) in order to reduce our energy-related emissions as much as possible. To compensate for remaining emissions, we purchased high-quality, verified carbon offsets from Less.ca, a Canadian company with projects worldwide.[50] STEMCELL's support was directed to two projects in Africa:

- **Safe drinking water in Ethiopia:** This project installs solar-powered safe drinking water systems in Somali Regional State, Ethiopia, providing the local community access to clean drinking water. Each of the newly constructed water supply systems includes a borehole from which water is extracted with a solar-powered submersible pump and then led to a storage tank. Prior to this project, families would rely on burning firewood and boiling water inefficiently for their drinking and cleaning purposes. Through this offset project, CO_2emissions are mitigated from the combustion process of burning wood and health impacts from contaminated water are avoided.[51]
- **Community carbon-efficient cooking program in Tanzania:** This project distributes roughly 425,000 fuel-efficient cookstoves to rural households in Tanzania. By replacing baseline cookstoves with Smarthome Pro & Community Jiko Bora cookstoves, wood is burned more effectively, reducing CO_2 emissions and other health hazards from indoor smoke pollution. The average annual emission reductions are more than 933,092 tCO_2e.[52]

We recognize that carbon neutral claims and offsets can be controversial. Carbon neutral pledges differ from net zero commitments in that there is no obligation to reduce emissions as long as they are balanced by a commensurate investment in offsets. Moreover, inexpensive, unverified offsets can be ineffective at storing carbon or even cause harm to ecosystems and communities. At STEMCELL, we plan to maintain operational carbon neutrality on our road to net zero by continuing to reduce Scope 1, 2, and 3 emissions as much as possible, and offsetting residual emissions by investing only in high-quality, verified offsetting and carbon removal technology.

[47] https://www.fauna-flora.org/
[48] https://www.earthday.org/
[49] https://letstalkscience.ca/educational-resources/backgrounders/lets-talk-climate-change-resources
[50] https://www.less.ca/en-ca/
[51] Descriptions provided by Less.ca. View project design documents and verification reports: https://registry.goldstandard.org/projects/details/1511
[52] Descriptions provided by Less.ca. View project design documents and verification reports: https://registry.verra.org/app/projectDetail/VCS/2676

Environmental Sustainability: Challenges and Ambitions

In Fiscal Year 2024, we committed to the SBTi, meaning we must submit near- and long-term targets for validation within two years by the end of Fiscal Year 2026. A primary focus of our efforts in 2025 was to complete our Scope 3 GHG inventory baseline, in order to develop and submit our targets for validation in 2026. The creation of the inventory is only the first step: we must also build the processes to continue to monitor our GHG data in perpetuity, as well as develop action plans for achieving aggressive reductions across scopes. With this action plan will come a reevaluation of our carbon neutral status and its compatibility with our longer-term goals.

Another major area of focus for the coming year will be plastics. Insights from our Life Cycle Limited Assessment, forthcoming plastics legislation in multiple operational jurisdictions, and our broader ambitions to improve the sustainability of our products, are three factors driving the need to update our plastics inventory and develop a near- and long-term plastics strategy that meets regulatory requirements and establishes a roadmap for eliminating or reducing virgin resin in product packaging where possible.

Photo: Revelstoke, British Columbia, Canada
Steve Shannon

FEATURE STORY

Environmental Sustainability in Action

Innovations in Sustainable Logistics

Our commitment to scientific discovery is deeply connected to our responsibility to environmental stewardship. As part of our Environmental Policy we actively seek innovative ways to reduce our ecological footprint. This past year, we took significant strides toward a more sustainable future with a focus on targeting our largest source of GHG: product shipping.

By consolidating orders that contained products needing cold storage, we eliminated a legacy process that was generating separate, unnecessary shipments. This change allowed us to reduce our annual environmental impact by an estimated 1.6 tonnes of packaging waste, 4.5 tonnes of dry ice, and associated CO_2 emissions.

Introducing more rigorous controls also allowed us to reduce the amount of dry ice used in a subset of shipments, by over 15% compared to tested standards. This initiative achieved an estimated annual reduction of 10 tonnes of dry ice, eliminating significant CO_2 emissions from air shipping due to lighter packages, and an additional reduction in CO_2 emissions from the sublimation of the dry ice itself.

Furthermore, we were able to eliminate the use of expanded polystyrene (EPS) foam panels used in several shipping routes by replacing them with an alternative cardboard solution. As a result, we were able to completely eliminate the use of EPS panels in our supply chain, leading to an estimated annual reduction of 4.5 tonnes of EPS waste.

This past year, we also transitioned from polystyrene and plastic bubble wrap to recycled paper for protecting our products in transit. Following a rigorous research and testing project, this single initiative is now set to eliminate 800 kilograms of plastic consumption annually at no additional cost to the company, proving that environmentally responsible choices can be made without impacting cost or quality.

In addition, we reviewed and made changes to how our products are moved around the world. This involved improving the strategic use of some of our distribution centers, while also expanding our use of ocean freight for some shipments, thereby providing a more sustainable option compared to air freight.

These transformations to our shipping and logistics represent our unwavering commitment to protecting the environment by reducing waste and minimizing our contribution to climate change. We are proud of the progress made this year and look forward to further advancing these initiatives in the future.

Colleagues and Culture

Overview

STEMCELL Technologies colleagues around the globe help drive innovation in the life sciences every day, and how we support our people is at the core of our collective success. We are committed to being a safe and inclusive workplace, upon which a thriving culture is built. From our Annual Employee Engagement Survey, which gathers crucial feedback to enhance the employee experience, to our six dynamic employee resource groups (ERGs) that foster community and belonging, we prioritize creating an environment where everyone can grow and succeed.

For the third consecutive year, STEMCELL was recognized as an I.D.E.A.L. Bioscience Employer.[53] This honor recognizes organizations in the Canadian bioscience industry that are at the forefront of inclusion, diversity, equity, and accessibility leadership. We are proud to report that 58% of our current total global workforce are women, with women accounting for 44% of our Executive Management Team. In North America, 57% of our employees self-identify as belonging to an equity-deserving group, and 53% of our employees identify as Black, Indigenous, or People of Color (BIPOC).

We have continued to develop and apply effective health and safety standards, systems, and practices to eliminate or minimize the hazards associated with our business activities on people and the environment. This in turn helps to better protect our employees and strengthen our safety culture.

This section of the report highlights our culture, belonging and employee engagement; efforts around diversity, equity, and inclusion (DEI); benefits and wellness programs; talent management and workplace learning; and STEMCELL's Environmental Health & Safety (EHS) Program.

[53] https://www.biotalent.ca/i-d-e-a-l-biosciences-employer-recognition-program/

Fiscal Year 2025: Colleagues and Culture at a Glance

87%

Annual Employee Engagement Survey response rate

92%

Employees who agree or strongly agree with the statement, “The people I work with cooperate to get the job done”

88%

Employees who agree or strongly agree they feel they are part of a team

75%

Employees who showed a favorable response to the DEI Index in most recent Annual Employee Engagement Survey[55]

57%

Employees who self-identify as belonging to an equity-deserving group[54]

58%

Employees who identify as women

44%

Employees in our Executive Management Team who identify as women

22%

Employees in our Executive Management Team who self-identify as belonging to an equity-deserving group[56]

Activities in this chapter help to advance United Nations Sustainable Development Goals 3, 5, 8, and 10. For more information, see the Appendix.

[54] Based in North America
[55] The DEI Index refers to the collection of DEI questions.
[56] See note 54.

Culture, Belonging, and Engagement

STEMCELL's culture of Scientists Helping Scientists permeates all levels of our organization and unites our global workforce in our shared purpose. Our goal at STEMCELL is to advance the pursuit of scientific knowledge by developing and supplying high-quality, innovative products enabling medical research. We live by our values of innovation, quality, responsiveness, integrity, and collaboration. Individuals who love science, whether directly as scientists or in other functions enabling our scientific mission, come to work at STEMCELL because they want to contribute by doing good in the world. They find intrinsic value in being part of a company that truly exists for the benefit of advancing science.

STEMCELL conducts its Annual Employee Engagement Survey, now in its fifth year, to gain feedback on employees' experience and identify opportunities to increase their engagement. Our most recent 2025 Annual Employee Engagement Survey was completed by 87% of employees globally, with an overall engagement score of 55%. Results are reviewed at the organization level, as well as at the department and team levels. Our senior leaders are committed to addressing areas of concern while making STEMCELL the best workplace for talented professionals who are passionate about creating healthier communities through science.

Here are some noteworthy achievements in Fiscal Year 2025 that support our culture and belonging:

- **Pride:** It is vital that all employees feel proud of their workplace and that they feel their work is valued. Our 2025 Annual Employee Engagement Survey saw a 73% favorable response to the statement, "I am proud to work for STEMCELL."
- **Manager Effectiveness:** Colleagues continue to feel well supported by their immediate supervisor or manager. Manager effectiveness scored 83% on our Annual Employee Engagement Survey this past year, which is consistent with past years and 6% above the global external benchmark.
- **Sense of Belonging:** At STEMCELL we work hard to ensure that everyone feels included and is a valued and contributing member of their team. Our 2025 Annual Employee Engagement Survey indicated that 88% of our employees agree or strongly agree that they feel part of a team.
- **Collaboration:** Working effectively together is essential to our culture and achieving our collective goals. In 2025, 92% of our employees agreed or strongly agreed with the statement, "The people I work with cooperate to get the job done."
- **Open Dialogue:** Discussion and debate are essential for scientific discovery and we encourage open dialogue in meetings at all levels. Throughout the year, departments host team meetings and in 2025, we hosted two company-wide meetings with question and answer periods to address the most pressing concerns.
- **Safety:** We are dedicated to maintaining a safe environment that promotes employees' physical, social, and mental well-being. In 2025, 89% of Annual Employee Engagement Survey respondents agreed or strongly agreed that STEMCELL is committed to employee safety, 4% over the global benchmark.

Our Respectful Workplace Policy, which guides our interactions and behaviors, is designed to foster a safe, inclusive, and professional environment where all individuals are treated with dignity and respect. We reinforce our commitment to maintaining a positive, safe working environment through Respectful Workplace employee training, which all employees are required to complete and sign off on annually.

STEMCELL was proud to be recertified in 2024 and 2025 for Canada's Most Admired™ Corporate Cultures award, which we first received in 2023.[57] This award celebrates best-in-class Canadian organizations with outstanding corporate cultures, which have helped them enhance performance and sustain a competitive advantage. In 2025, we were also a recipient of Canada's Best Managed Companies Award[58] at the Platinum level, after seven consecutive years of recognition. This award is Canada's leading business awards program that recognizes excellence in all aspects of management, from financial performance through strategy, capability, and commitment.

CANADA BEST MANAGED COMPANIES
Platinum member

Waterstone CANADA'S MOST ADMIRED CORPORATE CULTURES

[57] https://waterstonehc.com/blog/2023/11/23/the-2023-canadas-most-admired-award-winners/
[58] https://www2.deloitte.com/ca/en/pages/canadas-best-managed-companies/articles/meet-our-winners.html

Diversity, Equity, and Inclusion

STEMCELL is dedicated to fostering a diverse and inclusive workforce. Over 40 different languages are spoken across our team. In North America, 57% of our employees self-identify as belonging to an equity-deserving group and 53% of our employees identify as BIPOC. Our DEI strategy is structured around four overarching goals:

- **Diversity, Equity, and Inclusion Commitments:** STEMCELL is a signatory of the Government of Canada's 50 – 30 Challenge,[59] which encourages organizations to advance gender parity (50% women and nonbinary people) and increase diversity (30% equity-deserving groups) on boards and/or in senior leadership roles. This commits us to a range of best practices to improve DEI in our organization, including adopting inclusive hiring practices, fostering employee resource groups, providing training, and performing supplier evaluation.
- **Employee Resource Groups:** Part of our DEI program includes support for our six ERGs that create community and help to build awareness of our DEI initiatives.
- **Training:** We deliver training to ensure that all employees at STEMCELL are educated on best practices in diversity, equity, and inclusion.
- **Supplier Evaluation:** Our Supplier Diversity Policy extends our DEI commitment to our suppliers.[60] We are in the process of implementing a new supplier assessment platform to expand our supplier assessment program and thereby support the participation of diverse suppliers in our supply chain, provide fair and equal opportunities to all qualified suppliers, and contribute to the economic growth and sustainability of equity-deserving groups.

OUR DIVERSITY STATEMENT

STEMCELL is committed to building and sustaining a diverse and inclusive workforce. On a semi-annual basis, the Executive team reviews gender diversity across all business units. Staffing goals are implemented with an eye to maintaining our existing leadership diversity and sustaining a pipeline of diverse leaders and scientists. In this context, diversity is defined to be inclusive of individuals regardless of gender, race, national or ethnic origin, color, religion, age, sexual orientation, marital or family status, or physical or mental disability.

[59] https://ised-isde.canada.ca/site/ised/en/50-30-challenge-your-diversity-advantage
[60] https://cdn.stemcell.com/media/files/policies/STEMCELL_Supplier_Diversity_Policy_2024.pdf

Diversity Metrics and Global DEI Compliance

STEMCELL reviews DEI metrics regularly to track progress toward fulfilling our DEI target commitments. In Fiscal Year 2025, 58% of employees identified as women, and 41% identified as men. Individuals who identified as non-binary, did not specify, or indicated “there is no option that represents me” each accounted for less than one percent, respectively. In 2025, self-identified members of equity-deserving groups represented 57% of our workforce. Those who do not self-identify as belonging to an equity-deserving group represented 23% of employees, and 20% did not specify.

Pay Equity and Transparency

At STEMCELL, pay equity is defined as compensating employees who have similar job functions with comparably equal pay, regardless of their gender identity, race, ethnicity, or other status. Pay equity is an important objective of STEMCELL’s compensation program and our overall commitment to diversity, equity, and inclusion, and eliminating the gender pay difference is a primary focus. Our compensation program includes defined job architecture and compensation structures that enable us to evaluate jobs objectively and pay employees fairly compared to their colleagues when considering performance and experience.

We regularly review promotion rates, merit increases, career mobility, and turnover across the organization with a lens on DEI. Action plans are developed where any notable concerns exist to help us sustain an inclusive pipeline of employees through all levels of the organization. We acknowledge more can be done and that pay equity is a journey.

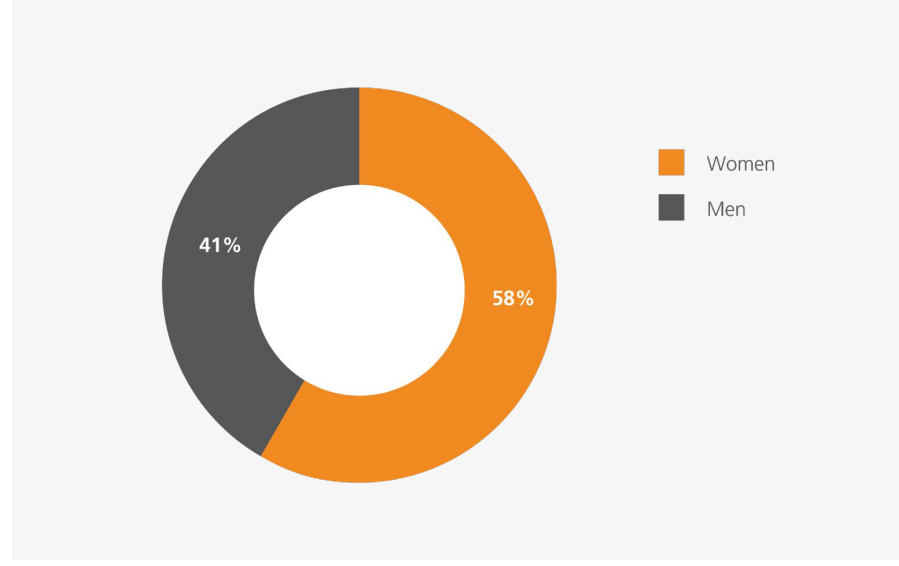


Figure 11. Fiscal Year 2025 Global Gender Representation

In Fiscal Year 2025, 58% of employees identified as women and 41% identified as men. Individuals who identified as non-binary, did not specify, or indicated “there is no option that represents me” each accounted for less than one percent, respectively. Percentages may not add to exactly 100 due to rounding.

We will continue to systematically analyze pay, enhance transparency in our practices, and champion initiatives that support the professional growth and advancement of women and other equity-deserving groups.

STEMCELL is compliant in all jurisdictions with pay equity regulations.[61] In accordance with the British Columbia Pay Transparency Act, we publish a pay transparency report annually.[62]

[61] We are currently evaluating pay transparency regulations in Quebec, Canada.
[62] https://cdn.stemcell.com/media/files/policies/STEMCELL_Pay_Transparency_Report_2025.pdf

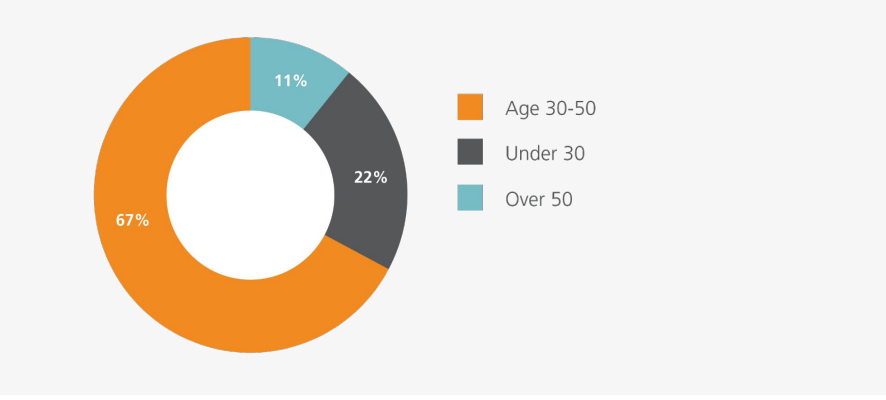


Figure 12. Fiscal Year 2025 Global Employee by Age Group

In Fiscal Year 2025, 22% of employees were under age 30, 67% were between ages 30 - 50, and 11% were over age 50.

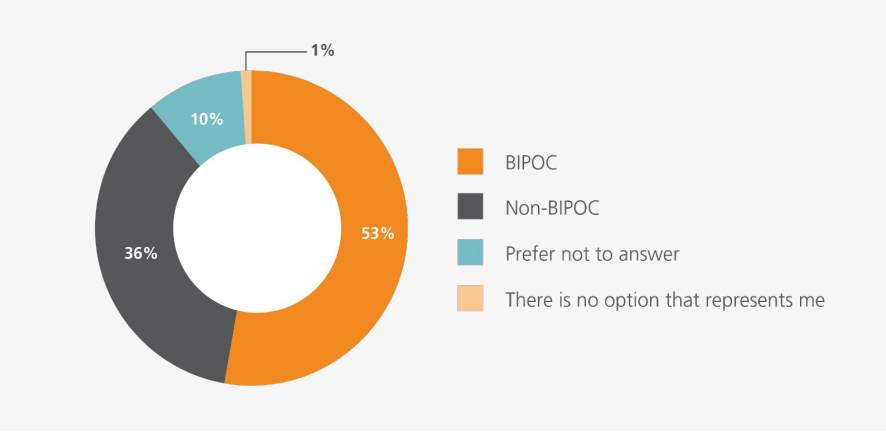


Figure 13. Fiscal Year 2025 BIPOC Representation (North America)

In North America, 53% of employees identify as BIPOC, 36% as non-BIPOC, and 10% preferred not to answer.

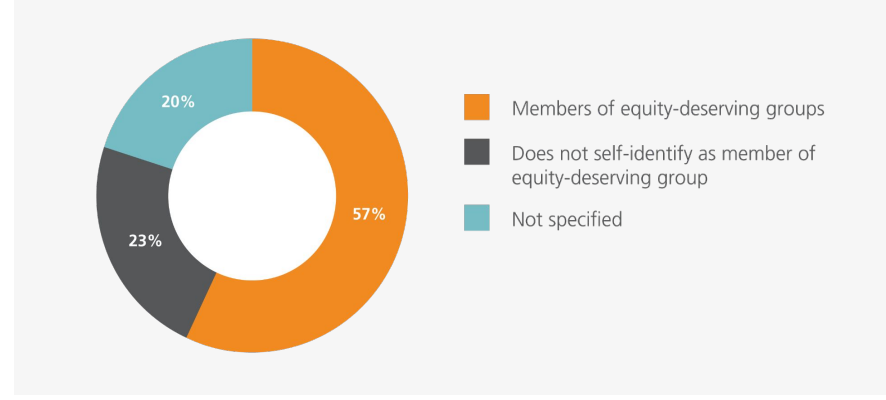


Figure 14. Fiscal Year 2025 Members of Equity-Deserving Groups (North America)

In Fiscal Year 2025, self-identified members of equity-deserving groups represented 57% of our workforce. Those who do not self-identify as belonging to an equity-deserving group represented 23% of employees, and 20% did not specify.

With locations across North America, STEMCELL is also compliant with the United States Equal Employment Opportunity Commission filing requirements, which collect data about gender, race, and ethnicity by job groupings to support diversity and inclusion in the workplace. We also report gender equality in accordance with France labor law, which aims to avoid workplace gender inequalities.[63] In 2025, STEMCELL France's overall Gender Equality Index score was 92 out of 100, above the 88 out of 100 average for companies within the same size bracket.

[63] https://www.stemcell.com/our-responsibility/social-impact (must be in France or select France as country or region on our website, https://www.stemcell.com/locale)

Employee Resource Groups

Our ERG Program supports belonging by creating a community for employees with similar lived experiences and their allies, amplifying the voices of the groups they represent within the organization. STEMCELL has six ERGs, each serving to celebrate and elevate viewpoints from equity-deserving groups. The ERGs are: DIVERSEability, BIPOC, Indigenous Peoples, Mental Health, Pride, and Women. In addition to providing employees a safe space to learn from and empathize with each other, ERGs enable members to share perspectives and resources with the wider STEMCELL community via group initiatives and to raise concerns and proposals to senior leadership via updates to the DEI Steering Committee.

Our six ERGs bring awareness and learning to our organization, and this past year, all staff members have had numerous learning opportunities led by our ERGs. Activities ranged from internal panels sharing lived experiences, to articles and resources related to Mental Health Awareness Month, Pride Month, Black History month and Juneteenth, Two-Spirit people, and a series called DIVERSabilities Experiences, distributed via our biweekly company newsletter and on our intranet. The Indigenous Peoples ERG also participated in the Soaring: Indigenous Youth Empowerment Gathering and had the opportunity to speak directly with students about the STEMCELL Technologies Scholarship for Indigenous Youth in Science Scholarship, providing guidance and encouragement for those considering science programs.

Figure 15. STEMCELL's Employee Resource Groups

Our six employee resource groups are (clockwise from the top left): DIVERSEability, BIPOC, Indigenous Peoples, Mental Health, Pride, and Women.

"Since becoming a member of the ERG, I feel like I've found a family—people who truly understand the unique challenges we face. What makes this group so special is its diversity; not just in the range of disabilities represented, but also in the presence of allies who are eager to listen, learn, and support." ***–DIVERSEability ERG member***

Inclusive Hiring

As an equal opportunity employer, STEMCELL is committed to continuously improving our hiring practices. We continue to evolve our processes to incorporate global best practices, from adopting inclusive behavior during the hiring process to maintaining a diverse workplace.

In Fiscal Year 2025, we updated our *Hiring at STEMCELL* course to assist people leaders and managers through the hiring process. This course helps them better understand, identify, and mitigate biases while hiring with the goal of minimizing bias and improving workforce diversity.

I·D·E·A·L BIOSCIENCE EMPLOYER™

In Fiscal Year 2025, BioTalent Canada recognized STEMCELL as an I.D.E.A.L. Bioscience Employer[64] for the third consecutive year. This program recognizes organizations in the Canadian bio-economy that embody the principles of inclusion, diversity, equity, and accessibility leadership (I.D.E.A.L) needed to promote growth and success in the biotech sector.

[64] https://www.biotalent.ca/i-d-e-a-l-biosciences-employer-recognition-program/

Benefits and Wellness

At STEMCELL, we champion thoughtful and innovative total rewards that support wellness for our employees who reside across 16 countries. Our benefit programs are designed to be inclusive and flexible to support wellness for our employees in any stage of life and across all demographics.

Our offerings differ by country, but we generally provide comprehensive extended health and dental benefits, retirement savings plans, disability coverage, life insurance, and travel insurance. We also provide paid time off in the form of vacation days, personal days, and company closure days for employees to rest or take care of personal needs.

We regularly review our global benefit offerings against best practices and industry benchmarks. We continuously look to adapt our benefit offerings across the globe where applicable.

Mental Health

STEMCELL is committed to maintaining a safe working environment where employees can talk openly about wellness and mental health without stigma and discrimination. We provide many different resources to support this, including wellness webinars, online micro-courses, and a global Employee and Family Assistance Program that provides immediate, professional counseling support for any work, health, or life concerns. Our employees in Canada also have access to mental health professionals through the extended health plan.

Global Parental Leave Program

Whether by adoption or birth, welcoming a child into a household is an incredibly special and exciting time. In 2024, we launched our Global Parental Leave Program, which supports any eligible employee welcoming a child into their family. The program provides a top-up benefit to supplement statutory, state, or insurance benefits, when applicable, following the birth or adoption of a child, and allows employees to opt for a gradual reentry to full-time work when returning from leave.

Workplace Learning and Education

Investing in Training and Knowledge

Our commitment to scientific and operational excellence is built on a foundation of continuous learning. We provide all employees with access to a comprehensive learning management system that delivers essential compliance and job-specific training. This includes critical courses on systems, processes, and safety practices that are vital for ensuring efficient operations and the delivery of safe and effective products.

Fostering a Culture of Learning

Through easily accessible educational opportunities, we enable our employees to learn according to their own needs and schedule. Our 2025 Annual Employee Engagement Survey saw an 81% favorable response to the statement, “I have the training to do my job effectively.” In Fiscal 2025, an average of 11.3 hours of training per employee was completed on our learning management system.

Our course offerings have recently expanded with new content in scientific learning, sustainability, and leadership, helping our workforce stay current with industry advancements. The most popular training topics our employees are choosing to invest in are leadership, artificial intelligence, and business skills.

Talent Management and Development

Leadership development is one in a series of integrated talent development processes we have built to support our employees throughout their career growth and progression at STEMCELL. We know how important it is to have effective management and leadership throughout our organization. Great leaders are needed to successfully navigate change, growth, innovation, and decision making. They inspire others, foster diverse and inclusive cultures, and create purpose-led teams that achieve results together. STEMCELL offers a variety of leadership development programs for employees at all stages of their career.

We recognize the power of diversity and inclusion, as they enrich our perspectives, drive innovation, and foster a vibrant workplace culture. As members of the 50 – 30 Challenge, an initiative created by the Government of Canada and various diversity organizations that aims to achieve gender parity in senior management and promote underrepresented groups to higher positions,[65] we have committed to improving the representation of individuals from underrepresented groups, including BIPOC individuals in our senior leadership.

Performance and Career Development

STEMCELL supports the personal growth of employees through goal setting, skills development, and regular performance reviews.

Goal setting and reviews are a core practice at STEMCELL, with the intent of providing clarity on what we aim to achieve each fiscal year. We set annual goals at the company, department, and individual levels in order to remain focused, motivated, and clear on what is needed to support our business objectives. Managers and employees meet regularly to share progress and discuss ongoing development. On a quarterly basis, we review our progress against our goals at the individual, team, department, and company level. Overall, this is an effective process, as confirmed in our most recent 2025 Annual Employee Engagement Survey, where 86% of employees agreed or strongly agreed that their immediate manager provides them with timely and helpful feedback.

Quarterly performance evaluations include a self-review by employees and a feedback opportunity with their managers to recognize contributions and growth demonstrated over the last quarter. In addition to formal goal setting and reviews, employees and managers are encouraged to have broader development conversations throughout the year.

[65] https://ised-isde.canada.ca/site/ised/en/50-30-challenge-your-diversity-advantage

Environmental Health and Safety

The EHS program at STEMCELL aims to eliminate or minimize the risks associated with the work in our global facilities. Our EHS strategy, designed to ensure the safety of employees whether they are working on-site or remotely, is anchored in adherence to regulatory requirements and a commitment to continuous improvement and global best practices. Our commitment to safety is reflected in the response received in our 2025 Annual Employee Engagement Survey, where 89% of employees agreed or strongly agreed that STEMCELL is committed to employee safety.

Our commitment to health and safety also extends to the communities and environments in which we operate. The EHS team works closely with our Joint Health and Safety Committees to ensure we meet or exceed required regional environmental regulatory requirements and safety standards and the guidelines articulated in our EMS manual.

Emergency preparedness is a central component of our workplace health and safety program. The varied work that takes place in our global facilities requires emergency procedures tailored to individual departments, facilities, and teams. Members of our global First Aid and Spill teams undergo regular hands-on training to ensure they are familiar with and prepared for emergencies that could occur at their place of work. Annual evacuation drills are also held at all STEMCELL facilities to familiarize employees with the procedures required to safely shut down the equipment they are working with and contain hazards before leaving the building. These steps ensure unattended equipment does not pose a risk to individuals working in the facility or the surrounding environment.

Environmental Health and Safety Management System

STEMCELL has a comprehensive EHS management system in place to minimize hazards to our employees and external contractors, as well as in the workplace, the natural environment, and the communities where we operate. By conducting thorough assessments of workplace activities and the associated hazards, the EHS management system not only meets global regulatory requirements, but strives to create the safest workplace possible.

In 2025, the EHS team focused on improving the global Workplace Inspections Policy and program. As a result of the updated global program, employees are completing workplace inspections on a regular, predetermined frequency, and we are able to proactively implement safety measures to prevent serious incidents from occurring.

Hazard Identification, Risk Assessment, and Incident Investigation

STEMCELL uses many best-in-practice strategies to manage risks, identify hazards, and respond to incidents.

Risk assessments are used by our teams to build an understanding of the risks facing employees, focusing on the chemicals and equipment used as well as the processes in place. As the teams work through the hazards and the risks present, preventive and corrective actions following the hierarchy of controls are applied. Through the use of our EHS management software, employees regularly perform assigned inspections, identify hazards, and create corrective actions within the system, which allows for accurate tracking and follow up to ensure corrective actions are effective and identified hazards are controlled.

This system is also used by employees to report incidents, near-misses, and hazards. Investigations are automatically assigned and reviewed by the EHS team. Both leading and lagging metrics generated by the system are used by the organization to monitor for trends and drive corrective actions at the site level and wider program level. Employees are empowered through training and support from the EHS team to prioritize safety in their everyday tasks.

Employee Participation, Consultation, and Communication

There are a number of ways that employees can engage with our workplace safety programs. STEMCELL has Joint Health and Safety Committees across our global operations, allowing employees to participate in the review of workplace hazards, near-misses, or incidents and inviting them to be a part of long-term solutions where trends are observed. Hands-on, in-person training sessions with members of the Spill, Emergency Response, and First Aid teams enhance education and serve as opportunities for participants to provide direct feedback on ways to improve workplace safety programs. In addition to the direct participation, there are indirect ways an employee is able to engage with health and safety programs, such as by reading the monthly STEMCELL EHS newsletter, reporting hazards, referring to EHS communication boards, and more.

Awareness and Training

All employees receive training on hazard and incident reporting, ergonomics, the hierarchy of controls, their rights as workers, and other critical safety-related topics. In addition, specific training for Transportation of Dangerous Goods certifications or volunteer roles like first aid attendant are provided at no cost to the employee by certified third-party vendors during work hours. EHS training is tracked through regular metrics available to managers. This ensures employees receive the necessary support and have the required certification to complete their daily tasks.

EHS improved its training program in Fiscal Year 2025 by enhancing the scope of its onboarding. Previously limited to new hires, EHS training is now also mandatory for employees returning from extended leaves or those changing positions or locations. This focused orientation provides important, up-to-date EHS information relevant to the organization and employees' specific work sites.

Colleagues and Culture: Challenges and Ambitions

In the year ahead, we will work on advancing our established DEI, Benefits and Wellness, Workplace Learning and EHS programs to adapt to an evolving workforce. Our ambitions and initiatives for the upcoming year include:

- **Expanding our DEI training:** Understanding that DEI is essential to creating a healthy, human-centered workplace that supports both personal and professional growth, we will aim to expand our DEI training for our employees globally.
- **Alignment between our employee resource groups and community outreach:** Our Community Impact team and ERGs will be working more closely together to align our community outreach efforts with the mandates of the ERGs in support of our DEI objectives and community impact pillars.
- **Championing pay equity and pay transparency:** We will continue to review our job architecture in alignment with our job leveling framework to ensure fair and equitable pay practices across the globe. We will also ensure we are in compliance with any new pay equity laws that apply to us. Our overall ambition is to reach pay equity at all pay levels.
- **Increasing collaboration and mentorship:** As part of our efforts to strengthen communication, enhance mentorship and training opportunities, and build stronger team relationships, we will initiate more in-person interactions through on-site work.
- **Expanding the diversity of suppliers:** We have invested in a new supplier assessment platform that will support the participation of diverse suppliers in our supply chain and provide fair and equal opportunities to all qualified suppliers.
- **Improving global leading and lagging EHS metrics:** Through the improvement of our EHS metrics, we will be able to review global trends and put in place corrective actions to help prevent injuries or incidents from occurring, thereby continuing to build a stronger safety culture.

In order to achieve sustainable, equitable operations and growth, we must continue to uphold the UN Global Compact's Ten Principles on human rights, labor, environment, and anti-corruption, and align our documentation and reporting on these issues with global best practices.

FEATURE STORY

Colleagues and Culture in Action

A Natural Path to Wellness

Colleagues at STEMCELL's Cambridge, United Kingdom, facility are exchanging their lab coats for comfortable shoes and engaging in mindful strolls through nature to promote physical and mental well-being. This employee-led initiative, which takes place at the end of each month, began as a way to boost camaraderie amongst colleagues, while using the healing effects of nature to reduce stress, improve mood, and increase cognitive function.

Cambridge Research Park, where the facility is located, has a dedicated 32-acre nature reserve that turned a previously barren area into a thriving ecosystem supporting rich biodiversity. The wetlands attract a variety of species, from the mute swan to the great crested newt.

Employees say they enjoy observing nature in this area that has also become popular with local birdwatchers and photographers. Most importantly, they say it provides an opportunity to practice mindfulness, which when combined with the natural environment, can also lead to a deeper sense of inner peace, clarity, and rejuvenation.

STEMCELL encourages all employees to connect with mental wellness practices, particularly through the activities of the Mental Health ERG. This group serves as an internal resource for mental health education, awareness, acceptance, and support. Practical strategies for improving mental well-being are shared during monthly ERG meetings, which also provide a compassionate and honest space for members to openly share their experiences. In May 2025, the group authored a series of articles for STEMCELL's intranet, connecting colleagues with educational resources to prioritize mental health, such as webinars.

As the STEMCELL Cambridge team continues to find peace and connection by the wetlands, their initiative serves as a clear and inspiring model throughout the organization. It showcases how prioritizing employee well-being, one mindful step at a time, builds a stronger and more resilient company culture.

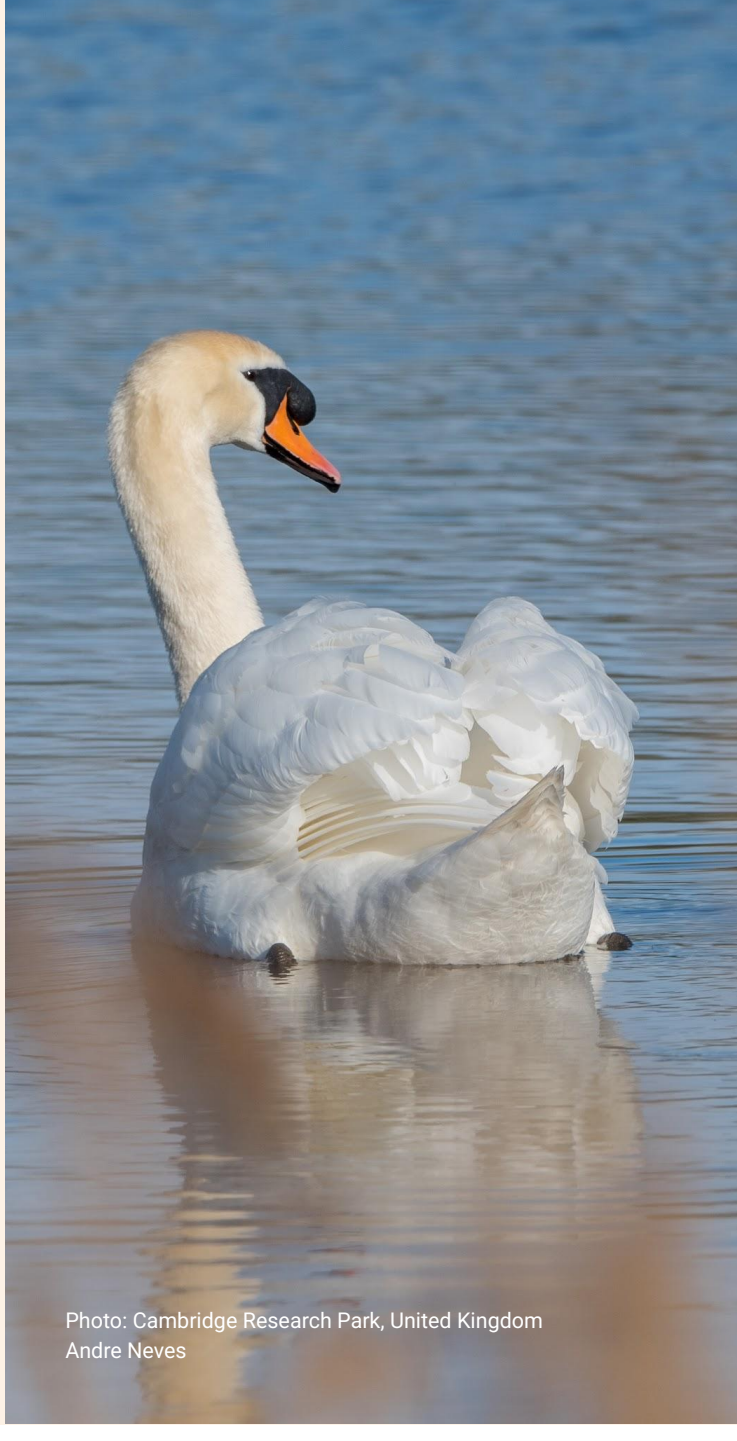


Photo: Cambridge Research Park, United Kingdom
Andre Neves

Community Impact

Overview

As members of the global life sciences community, STEMCELL Technologies is passionate about advancing science and supporting the scientists of the future. We believe in universal access to life's essentials, like good health, safety, and social equity.

Our community outreach strategy is designed with the above priorities in mind and is categorized into four community impact pillars: Advance Science, Foster Science, Technology, Engineering, and Math (STEM) Education, Empower Healthy Communities, and Progress Indigenous Reconciliation. We aim to make a positive social impact and improve the well-being of our communities through engagement, volunteering, and mentorship, as well as by providing financial and in-kind support to charitable, non-profit, and academic organizations. To ensure our efforts are appropriately aligned with global needs and informed by experts and advocates, we look to global standards and frameworks, including the UN's Sustainable Development Goals. We report our progress through our annual sustainability report, the UN Global Compact Annual Communication on Progress, and other disclosures.

Figure 16. Our Community Impact Strategy

The four pillars of our community impact program are guided by global standards and goals, and we report our progress annually via our annual sustainability report and other disclosures.

Fiscal Year 2025: Community Impact at a Glance

>11,000
Participants in our Foster STEM Education initiatives

56
Community initiatives supported

77%
Employees who agree or strongly agree with actions STEMCELL is taking to be socially responsible

60
Co-op students and interns employed

>33
Charitable, non-profit, and academic organizations supported

535
Employee volunteer hours

15
Employee fundraising initiatives matched at the corporate level

13
STEM scholarships awarded

Activities in this chapter help to advance United Nations Sustainable Development Goals 3, 4, 5, and 10. For more information, see the Appendix.

For more information, see the Appendix.

Advance Science

STEMCELL advances scientific research with annual financial and in-kind support through research grants, donations, and sponsorships. We are members of numerous academic and industry associations and societies globally. Our employees regularly participate in events, symposia, and fairs, as well as other mentoring and professional collaboration opportunities within the scientific community.

Partner Organizations

This past fiscal year, STEMCELL supported many organizations advancing science, including:

The American Society for Transplantation and Cellular Therapy (ASTCT): The ASTCT is an international association dedicated to improving the application and success of hematopoietic cell transplantation and related cellular therapies.[66] STEMCELL sponsors the ASTCT editorial awards, which recognize outstanding young investigators and celebrate significant contributions by new researchers.

BC Cancer Foundation: The BC Cancer Foundation is the fundraising partner of BC Cancer, an organization supporting cancer research and care in British Columbia, Canada.[67] STEMCELL and its employees have supported the BC Cancer Foundation for over three decades via corporate donations, employee fundraisers, and participation in events such as Workout to Conquer Cancer.

Gairdner Foundation: Gairdner's vision to recognize major research contributions to the treatment of disease and alleviation of human suffering.[68] STEMCELL is a supporter of the Gairdner Foundation's annual Science Week, a week-long celebration of cutting-edge research and global health innovation.

Employees from STEMCELL's Recruitment and Marketing Teams attending Life Sciences British Columbia's Career Connect Day.

STEMCELL employees at the 2024 Terry Fox Run in Vancouver, British Columbia.

[66] https://www.astct.org/
[67] https://bccancerfoundation.com/
[68] https://www.gairdner.org/

Life Sciences British Columbia (LSBC): LSBC is a not-for-profit sector association dedicated to advancing British Columbia's life sciences ecosystem through strategic initiatives at the local, national, and international levels.[69] STEMCELL is an annual sponsor of LSBC, and our employees volunteer every year at its Career Connect Day to share their personal career journeys in science and showcase the breadth of job opportunities that STEMCELL offers new science graduates.

Terry Fox Foundation: STEMCELL employees participate in the Terry Fox Run, an annual charity event organized by the Terry Fox Foundation, which brings Canadians together to realize Terry Fox's dream of a world without cancer.[70]

[69] https://lifesciencesbc.ca/
[70] https://terryfox.org/

STEMCELL's Science Communication Services

STEMCELL plays an important role in curating, sharing, and celebrating scientific advancements and topical science news. We have a large following who rely on our free resources, listed below, to keep them current and connected with the scientific community.

THE IMMUNOLOGY PODCAST™

THE STEM CELL PODCAST

The Immunology Podcast and the Stem Cell Podcast: Biweekly podcasts covering the latest scientific advances, featuring interviews with key opinion leaders on their work and perspectives in the immunology and stem cell research fields, respectively.[71,72]

lab coats & life™ PODCAST

The Lab Coats & Life Podcast: A seasonal podcast that helps scientists stay informed about relevant trends, useful skills, and important movements within the scientific community. Episodes feature interviews with experts who are passionate about passing on their knowledge and sharing their experiences with others.[73]

SCIENCE in the CITY

Science in the City: A complete online resource for local life sciences news, currently available in three regions: Vancouver, Seattle, and Boston. Science in the City newsletters are published weekly.[74]

STAINSFILE

StainsFile: An online resource for researchers and histopathologists looking to visualize their cells. StainsFile covers everything from the theory and basics of cell staining to protocols for building end-to-end workflows.[75]

STEMCELL™ SCIENCE NEWS

STEMCELL Science News: Twenty biweekly newsletters and X accounts covering the latest cell biology news and research, from organoids to immunology.[76]

The live show of the Stem Cell Podcast at the International Society for Stem Cell Research 2025 Annual Meeting in Hong Kong, hosted by Drs. Daylon James and Arun Sharma, featuring guests Drs. Hongkui Deng and Candice Liew.

[71] https://www.immunologypodcast.com/
[72] https://stemcellpodcast.com/
[73] https://www.labcoatsandlifepodcast.com/
[74] https://scienceinthecity.com/
[75] https://www.stainsfile.com/
[76] https://www.stemcellsciencenews.com/

Foster STEM Education

STEMCELL is passionate about empowering future scientists, and we partner with organizations that cultivate scientific curiosity and learning. We support numerous educational outreach organizations working to increase diversity in STEM in our communities. We also work closely with universities through our well-established co-op program to provide meaningful work experience for dozens of post-secondary science and engineering students every year.

Partner Organizations

This past fiscal year, STEMCELL supported the following organizations providing STEM education:

British Columbia Institute of Technology (BCIT): STEMCELL sponsors an annual STEMCELL BCIT Graduating Achievement Award.[77] This past fiscal year, the award went to two outstanding students in the University of British Columbia (UBC)-BCIT Honours in Biotechnology program.

Canadian Association for Girls in Science (CAGIS): STEMCELL is a corporate sponsor of the Canadian Association for Girls in Science, Canada's largest and longest-running STEM club for girls and gender-diverse youth.[78] This year, we expanded our sponsorship to more broadly support CAGIS events, which included over 100 in-person events and 54 online events.

Greater Vancouver Regional Science Fair: The Greater Vancouver Regional Science Fair is the regional science fair for the Lower Mainland in British Columbia and is open to over 100,000 high school students.[79] STEMCELL provides financial and volunteer support for this event, and our employees with scientific backgrounds often participate as judges in the annual fair.

Let's Talk Science's Outreach team in Northern British Columbia providing science-based programming to local youth.

STEMCELL welcomed 32 students from Science World's Future Science Leaders program into our facility, where our Process Analytical Development staff showcased mixing in a reactor.

[77] https://www.bcit.ca/financial-aid/awards-scholarships-bursaries/academic-awards/
[78] https://girlsinscience.ca/
[79] https://gvrsf.ca/

Science World: For over three decades, STEMCELL has partnered with Science World, a charitable non-profit science center based in Vancouver, British Columbia, that engages learners in STEAM (science, technology, engineering, art and design, and math) subjects.[80] STEMCELL is a long-standing corporate donor of Science World's Future Science Leaders program, an after-school science enrichment program for teens.[81] STEMCELL is also the presenting partner of Science World's Girls and STEAM program for girls and gender nonconforming youth.[82]

Science Centre Singapore: Science Centre Singapore is a leading scientific institution dedicated to inspiring curiosity and fostering understanding of STEM among people of all ages.[84] STEMCELL and our employees raise funds through our annual Asia Pacific September Giving campaign to make STEM education more accessible to all.

Let's Talk Science: STEMCELL has been a longtime financial supporter of Let's Talk Science, whose mandate is to provide STEM enrichment programs for children and youth in Canada.[85] STEMCELL also offers in-kind support through employees participating in Let's Talk Science's programming.

Greenlight for Girls: Greenlight for Girls inspires girls to pursue their future in STEM by introducing them to the world of science in fun and exciting ways.[83] STEMCELL and our employees raise funds through our annual European September Giving campaign, focused on supporting accessible STEM education.

Various Academic and Training Institutions: STEMCELL also supports many universities, organizations, fairs, and symposia, and provides in-kind services and materials to the University of British Columbia, Simon Fraser University, Langara College, Columbia College, the Society for the Advancement of Young Scientists, and the Canadian Alliance for Skills and Training in Life Sciences, among others.

[80] https://www.scienceworld.ca/
[81] https://www.scienceworld.ca/futuresciencelеaders/
[82] https://www.scienceworld.ca/girls-and-steam/
[83] https://www.greenlightforgirls.org/
[84] https://www.science.edu.sg/
[85] https://letstalkscience.ca/

STEMCELL Initiatives

Every year, STEMCELL hosts numerous programs and events to foster education in science. Of note were the following activities:

Co-op Program: STEMCELL is committed to supporting the next generation of scientists, engineers, and business graduates with opportunities for hands-on work experience, mentorship, and training through our co-op program for undergraduate students. Over the past fiscal year, we hired and trained 60 co-op students at STEMCELL.

A STEMCELL co-op student participating in mentorship sessions hosted by Science World.

Take Our Kids to Work Day: Each November, STEMCELL's British Columbia offices invite Grade 9 students to spend the day in the workplace of their parent or guardian where they learn about scientific research, our products, and various career opportunities in science.

Grade 9 students participating in Take Our Kids to Work Day lab activities.

Empower Healthy Communities

At STEMCELL, we partner with global organizations whose goals are to improve access to good health, safety, and social equity.

Partner Organizations

This year, STEMCELL supported the following organizations enabling good health and well-being:

Greater Vancouver Food Bank: STEMCELL held its annual holiday charity campaign in December 2024 to support the Greater Vancouver Food Bank, an organization addressing food insecurity in the region.[86] As a result, STEMCELL was once again a top corporate donor of this virtual food drive.

Various Charities, Globally: Donations were made to regional charities, including the Greater Boston Food Bank, Foodlife Line, Save the Children Fund, Les Restaurants du Cœur, Förderverein für krebskranke Kinder e.V. Köln, and Shanghai United Foundation.

[86] https://foodbank.bc.ca/

Progress Indigenous Reconciliation

STEMCELL recognizes it has a role to play in advancing Indigenous reconciliation in Canada, where the impacts of colonization and residential schools continue to be felt. In 2021, we launched an Indigenous Inclusion Program to support the success of Indigenous Peoples and to work toward fulfilling our corporate responsibilities as described in the calls to action of the Truth and Reconciliation Commission of Canada.[87] Our Indigenous Inclusion Program strategy is organized into four segments: Awareness, Outreach, Employment, and Investment. Each segment has an objective and yearly tactics to support these objectives. The program includes representatives from the Indigenous Peoples ERG and the Corporate Social Responsibility, Human Resources, and Procurement departments and teams. Together, they work to execute tactics to improve Indigenous inclusion in their work stream and act as liaisons between their department and the Indigenous Inclusion Program team.

Figure 17. Our Community Impact Strategy

Our Indigenous Inclusion Program strategy is organized into four segments: Awareness, Outreach, Employment, and Investment.

A student from seed2STEM participating in the strawberry DNA extraction activity during a site visit to a STEMCELL facility.

[87] https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls_to_action_english2.pdf

Table 1. Indigenous Inclusion Program Segments, Objectives, and Fiscal Year 2025 Activities

Segment	Objective	Fiscal Year 2025 Activities
Awareness	Build internal awareness by creating an inclusive culture, and facilitate reconciliation via education and relationship building	• Expanded and promoted our Indigenous Art Collection Digital Gallery in celebration of Indigenous Peoples History Month • Highlighted the cultural and historical significance of Two-Spirit people during Pride Month • Hosted three educational webinars during our annual corporate campaigns that focused on supporting science education access and the teachings of reconciliation • Educated colleagues on Red Dress Day
Outreach	Foster Indigenous science education by supporting community organizations focused on Indigenous STEM learning at all levels	• Raised funds for the STEMCELL Technologies Scholarship for Indigenous Youth in Science, in partnership with Indspire • Welcomed participants of the seed2STEM program to our facility for an interactive workshop • Supported Let's Talk Science's Outreach Program to Indigenous communities • Supported student university experience program through the Verna J. Kirkness Education Foundation
Employment	Increase representation by making STEMCELL a welcome place for Indigenous applicants	• Launched the Recognize and Overcome Bias employee training course to support inclusive hiring practices • Participated in the Soaring: Indigenous Youth Empowerment Gathering
Investment	Increase supplier diversity by developing policies and procedures to support future investment in Indigenous-owned businesses	• Launched training on our Supplier Diversity Policy and Supplier Code of Conduct • Identified a new environmental, social, and governance (ESG) performance assessment and monitoring software to enhance responsible sourcing reach and analytics

Partner Organizations

This year, STEMCELL supported the following organizations that are dedicated to progressing reconciliation with Indigenous Peoples:

Australian Indigenous Education Foundation: This past year, STEMCELL employees based in Australia raised funds for the Australian Indigenous Education Foundation, which provides scholarships to Indigenous students in the country.[88]

Indspire: For the fourth consecutive year, STEMCELL has partnered with Indspire, a Canadian Indigenous charity that invests in the education of First Nations, Inuit, and Métis people, and works toward the long-term benefit of Indigenous individuals, families, and communities.[89] Funds are raised by employees and matched by STEMCELL to provide the STEMCELL Technologies Scholarship for Indigenous Youth in Science. We also attended Indspire's Soaring: Indigenous Youth Empowerment Gathering this year, a career fair aimed at providing Indigenous students with information about, and pathways to, post-secondary education.

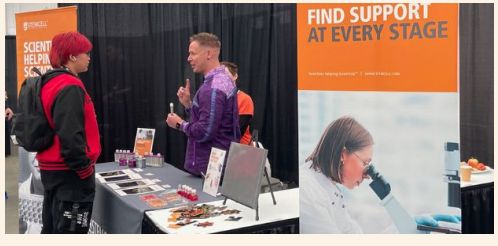
Let's Talk Science: STEMCELL is a long-time supporter of Let's Talk Science, and we specifically direct a portion of our financial donation toward their British Columbia-based outreach programs delivered in Indigenous communities.[90]

seed 2STEM: seed2STEM is a summer research program aiming to increase Indigenous participation in STEAM careers by introducing indigenous youth to these fields in a fun and supportive environment.[91] This year, STEMCELL hosted a workshop where students took part in hands-on lab activities and learned about different career options in science.

Verna J. Kirkness Foundation: STEMCELL is a corporate donor to the Verna J. Kirkness Foundation, whose mission is to increase the number of Indigenous students graduating from pure and applied science, engineering, and mathematics programs in Canada.[92]

Let's Talk Science's outreach team providing science-based programming to youth from the Ts'msyen Nation in British Columbia.

seed2STEM students participating in the strawberry DNA extraction activity at a STEMCELL facility.



STEMCELL Indigenous Peoples ERG members speaking with a student at the Soaring: Indigenous Youth Empowerment Gathering.

[88] https://www.aief.com.au/
[89] https://indspire.ca/
[90] https://letstalkscience.ca/educational-resources/weaving-indigenous-knowledge-stem-programs-and-resources
[91] https://icord.org/seed2stem/
[92] https://vernajkirkness.org/

STEMCELL Initiatives

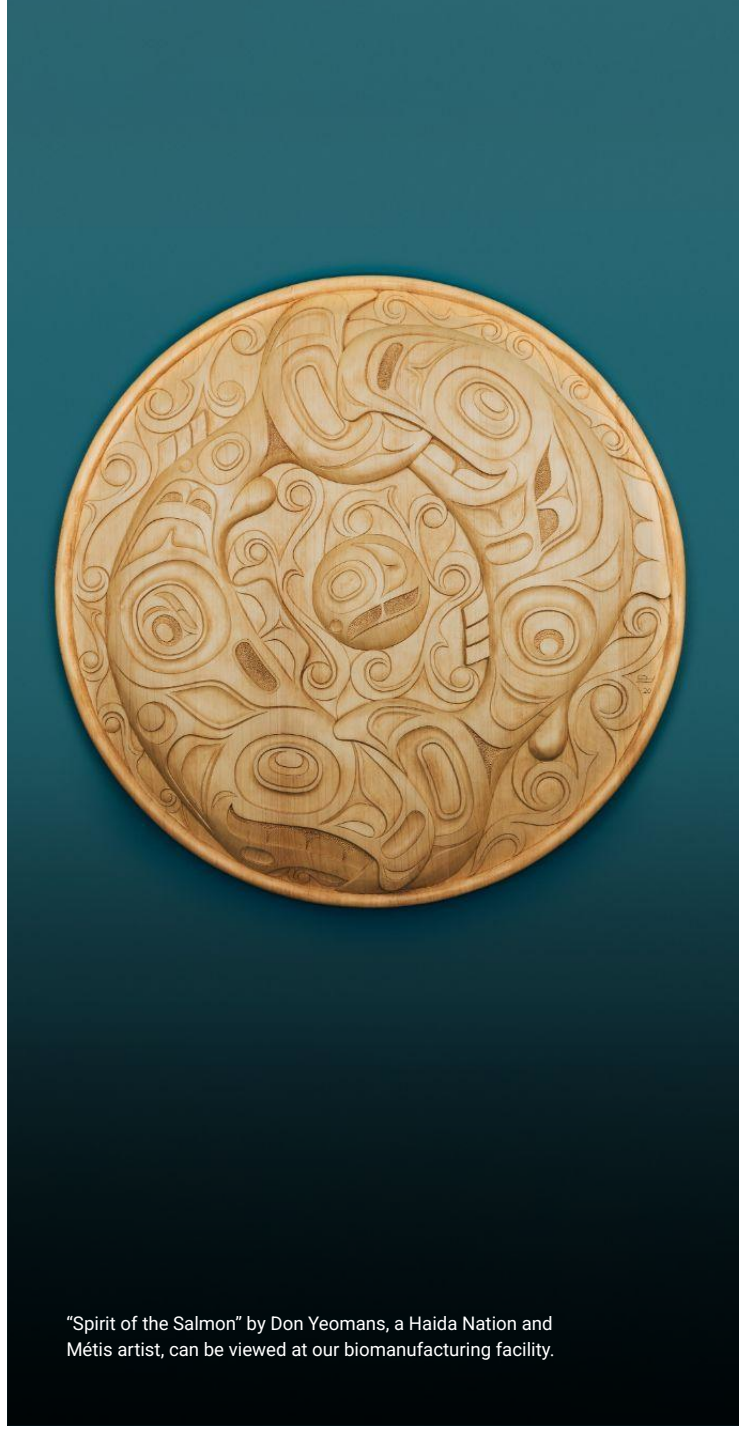
Indigenous Art Collection Digital Gallery: STEMCELL offices display a stunning collection of works by Indigenous artists from the Pacific Coast and across Canada. Various pieces, including carvings, textiles, prints, and silk screens, can be found on display in common areas throughout STEMCELL's global facilities. Many of these works are now documented in our Indigenous Art Collection Digital Gallery, which is a regularly updated internal resource for all STEMCELL employees that aims to inspire conversations and continuous learning about the Indigenous experience and worldview.

Land Acknowledgements and Welcome: For employees wishing to recognize the Indigenous territory they are speaking from or gathered on, STEMCELL provides guidance on how to make a land acknowledgment statement. All company-wide meetings in North America begin with a land acknowledgment statement. This year, we were honored to open our annual corporate holiday event with an address by an Indigenous storyteller, educator and author.

National Indigenous History Month: Members of our Indigenous Peoples ERG and Pride ERG highlighted the cultural and historical significance of Two-Spirit people during Pride and Indigenous Peoples History Month in June through intranet articles.

Red Dress Day: Members of our Indigenous Peoples ERG educated employees on the Red Dress Day, also known as the National Day of Awareness for Missing and Murdered Indigenous Women, Girls and Two-Spirited People, by sharing information and resources on our intranet.

September Giving: We held our fifth annual corporate campaign, September Giving, with the themes of *Advancing Indigenous Reconciliation in North America Through Inclusive Education* in our North American offices and *Supporting Science Education and Indigenous Advancement* in Asia Pacific for our Australian colleagues. The week-long event featured lunch and learns hosted by external and internal speakers as well as resources and ideas to encourage employee learning, reflection, and actions to advance reconciliation. It also included a fundraiser benefiting regional Indigenous organizations, with all employee donations matched by STEMCELL.



"Spirit of the Salmon" by Don Yeomans, a Haida Nation and Métis artist, can be viewed at our biomanufacturing facility.

Community Impact: Challenges and Ambitions

Looking ahead, our community impact approach for Fiscal Year 2026 begins with deepening our knowledge of reconciliation best practices in order to update our Indigenous Inclusion Program strategy and objectives. We are increasing our collaboration with our ERGs and identifying partner organizations to increase representation in STEM in our local communities. We will continue to align our efforts with the UN Sustainable Development Goals and Ten Principles of the UN Global Compact. We will also continue our efforts to increase community engagement in our global offices by offering more local opportunities for participation that are aligned with our global areas of focus. We will continue to support organizations that Advance Science, Foster STEM Education, Empower Healthy Communities, and Progress Indigenous Reconciliation, and we look forward to building on our relationships with our community partners and contributing meaningfully to our shared goals.

Grade 9 students observing a laboratory demonstration for Take Our Kids to Work Day.

FEATURE STORY

Community Impact in Action

Investing in Tomorrow's Scientists

Fostering a passion for science in young minds is a vital part of our commitment to the future. Throughout the year, we were proud to open our doors to students, providing them with immersive experiences in the world of biotechnology and creating pathways for the next generation of innovators.

In Fiscal Year 2025, we welcomed a total of 77 students at our STEMCELL facilities in British Columbia, Canada. These students engaged with us through one of our three annual core programs that we support: seed2STEM, Take Our Kids To Work Day, and Science World's Future Science Leaders program. The seed2STEM program is a summer research initiative that aims to increase Indigenous participation in STEM fields by offering paid six-week summer research internships. Take Our Kids To Work Day in British Columbia is a province-wide initiative that allows Grade 9 students to explore careers by attending their parents' or guardians' workplace for a day. Science World's Future Science Leaders is an after-school science enrichment program for high school students that exposes youth to the scientific process to unleash their creative potential and build a strong peer network.

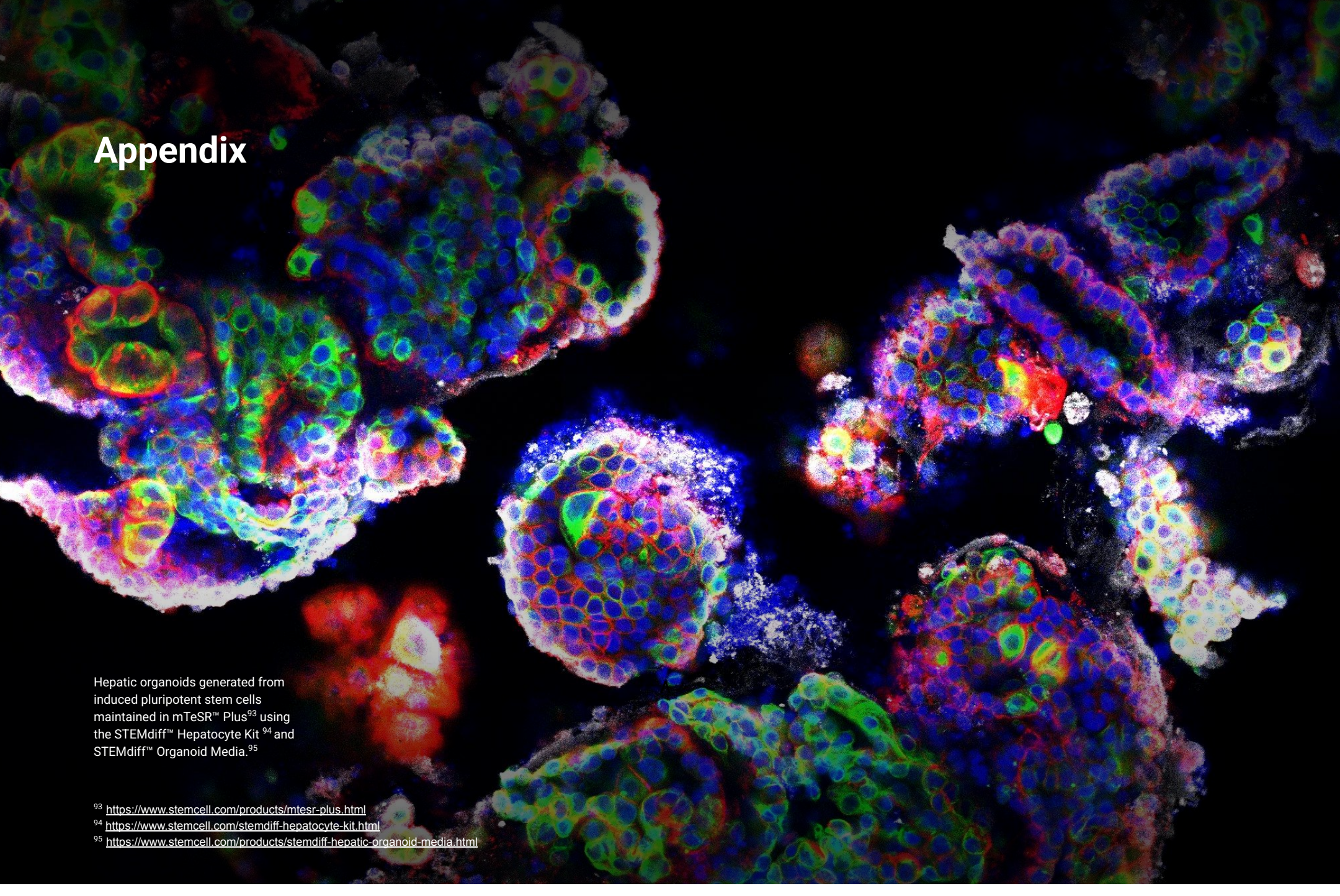
What does a typical day at STEMCELL look like for our young future scientists? Upon their arrival, the students receive a safety overview, including how to use personal protective equipment, like lab coats, gloves, and protective eyewear. Students always enjoy donning the lab coats, which usually results in a few quick selfies!

Once in the laboratory, students experience firsthand what it can be like to work in biotech and engage in activities designed to spark curiosity and insightful conversations about the real-world applications of science. This may include a DNA extraction activity where students learn how to remove DNA from a strawberry, as well as the opportunity to build their own fluid-dispensing devices.

Additionally, it's important that students understand what a pathway from the classroom to the laboratory looks like. During their visits, students participate in a career workshop, where team members from various departments, including Research & Development and Sales, share their educational and professional journeys. This allows students to ask questions about different jobs, imagine themselves in various professional roles, and learn about the varied educational journeys that people may take on their way to a biotech career.

We believe that STEM education is for all youth—regardless of their background or gender. Our hosted events at STEMCELL underscore our belief in the power of mentorship and hands-on learning. By providing a firsthand look into scientific careers, we hope to inspire and empower students to become the problem solvers and scientific leaders of tomorrow.

Appendix



Hepatic organoids generated from induced pluripotent stem cells maintained in mTeSR™ Plus[93] using the STEMdiff™ Hepatocyte Kit [94] and STEMdiff™ Organoid Media.[95]

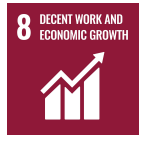
[93] https://www.stemcell.com/products/mtesr-plus.html
[94] https://www.stemcell.com/stemdiff-hepatocyte-kit.html
[95] https://www.stemcell.com/products/stemdiff-hepatic-organoid-media.html

Advancing The United Nations Sustainable Development Goals

We recognize the importance of aligning our sustainability approach with international nongovernmental guidance and targets for tackling the most pressing issues affecting people and the planet. As participants in the UN Global Compact, we commit to supporting both its Ten Principles and the wider mission of the United Nations, including the Sustainable Development Goals (SDGs). Of the 17 SDGs, we have identified eight that STEMCELL is well-positioned to help advance by taking the following actions.

- Enable life sciences research by supplying high-quality tools and services to the scientific community.
- Support researchers and charitable organizations with their mandates to improve human health.
- Ensure the health, safety, and well-being of our employees.

- Ensure STEMCELL is a safe and inclusive environment free of discrimination based on sex and gender.
- Maintain gender parity and avoid inequalities related to gender.
- Support community organizations working to increase the representation of women and nonbinary people in STEM.



- Create jobs through sustainable, inclusive growth.
- Offer fulfilling careers by cultivating a healthy and rewarding work culture.
- Contribute to the development of the technology and innovation economy as well as the global life sciences industry.

- Maintain an equal opportunity, inclusive workplace for individuals regardless of gender, race, national or ethnic origin, color, religion, age, sexual orientation, marital or family status, or physical or mental disability.
- Monitor demographic data and address gaps to achieve greater representation and equality.
- Support Employee Resource Groups to foster a diverse, inclusive workplace.

- Offer co-op programs and paid internships to students interested in careers in STEM.
- Enable continuous learning via our catalogue of courses covering topics including leadership development, scientific learning, and compliance and safety training.
- Support STEM learning organizations and provide scholarships.

- Comply with all water regulations.
- Seek to measure facilities' water use and work to reduce water use.
- Educate employees on the importance of protecting and conserving water.

- Incorporate sustainability practices into all stages of product development, including procurement, manufacturing, transportation, and disposal.
- Use natural resources efficiently and responsibly.
- Reduce overall waste generation and intensity through prevention, reduction, recycling, and reuse.

- Significantly reduce greenhouse gas emissions by setting aggressive targets and adopting more efficient behaviors and technologies.
- Ensure sustainable use of land and natural resources by promoting policies and practices that protect biodiversity and ecosystems.
- Invest in conservation and climate change mitigation.

STEMCELL™ TECHNOLOGIES