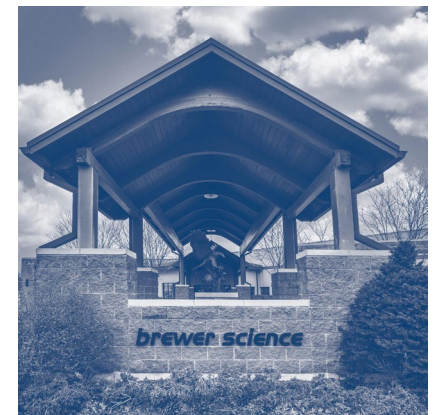
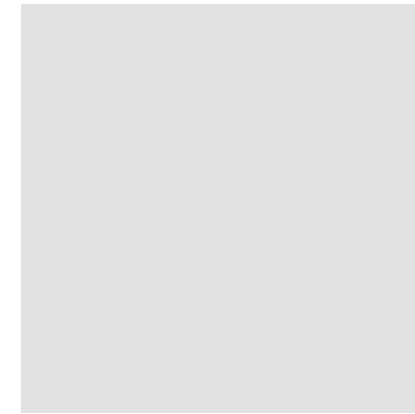




2024 IMPACT REPORT



A Message from Our Executive Chairman

Thank you for being a part of our ecosystem.



As we embark on another year of progress and innovation at Brewer Science, I am thrilled to extend a warm invitation for you to explore our 2024 Impact Report. This report encapsulates the essence of our journey over the past year, highlighting the strides we've made across our five key impact areas: environment, customers, workers, community, and governance.

At Brewer Science, our commitment to technological advancement is paralleled only by our dedication to sustainability and social inclusion. As a Certified B Corporation™ and GreenCircle Certified - Zero Waste to Landfill company, we are deeply invested in shaping a future where innovation thrives hand-in-hand with environmental stewardship and societal progress.

One monumental achievement of the past year was the expansion of our Vichy Manufacturing Center—a testament to our unwavering dedication to our customers and the dynamic nature of the market. Not only does this expansion provide the space necessary to meet growing demands, but its design

embodies our ethos of adaptability and sustainability. Throughout the construction process, we remained steadfast in our commitment to zero waste, mitigating over 27,000 pounds of materials from ending up in landfills.

I am particularly proud of our collaboration with the construction company. We set out to recycle all possible materials from the project, from building materials to job waste. Through innovative solutions and strategic partnerships, we diverted over 24,000 pounds of construction waste and sold approximately 3,080 pounds of scrap metal to fund the project—a true testament to the power of collective action.

Certainly, our employee-owned culture lies at the heart of Brewer Science's success and innovation. By empowering our employees to take ownership of our company's mission, we've cultivated a workforce that is deeply invested in the work we do and the impact we make. One of the most striking manifestations of our employee-owned culture is the way it fuels strategic problem-solving. Our employees don't just see challenges as obstacles to overcome; they see them as opportunities to innovate and excel. With a collective sense of responsibility for our company's success, our team members approach problem-solving with ingenuity and determination, constantly seeking out new solutions and pushing the boundaries of what's possible.

Ultimately, our employee-owned culture isn't just about ownership in a financial sense; it's about ownership of our collective future. It's about each and every one of our employees feeling empowered to make a difference, to drive positive change, and to leave a lasting impact on the world around us. Together, as owners of the company's mission, we're not just shaping the future of Brewer Science—we're shaping the future of technology, sustainability, and social inclusion for generations to come.

Brewer Science's impact extends beyond the boundaries of our facilities. Through initiatives like our sustainability outreach program, we are empowering our community members to embrace more sustainable practices in their daily lives. Our efforts are not just about making a difference within our walls; they're about inspiring positive change throughout our supply chain, our partnerships, and our communities.

As you delve into our 2024 Impact Report, I invite you to witness firsthand the profound impact of our collective endeavors. Together, we are shaping a future where innovation, sustainability, and social justice converge to create a brighter tomorrow for all.

A handwritten signature in blue ink that reads "Terry Brewer".

Dr. Terry Brewer
Executive Chairman



Understanding Our Purpose

We continue to diligently refine and enhance this comprehensive report, connecting the various pieces and understanding the symbiotic relationships we have within our industry, communities, customers, and partners. Aiming to maintain utmost transparency with our valued customers, esteemed partners, and dedicated employees. We have resolved to persistently build upon the foundations of this report, seeking to amplify its scope and further expound upon its contents, all in our unwavering commitment to upholding transparency. This year, we are taking it a step forward – or should I say taking a step back – to get a wider view of the picture, a different angle of the perception, to truly understand the impact we are having and how we can best serve a virtuous and altruistic purpose: bettering the world through continuous innovation and servant leadership; being a consistent industry leader, thought leader and community leader—creating value for everyone.



What can you expect in this Impact Report?

Reports such as the Environmental, Social, and Governance (ESG) provide a framework for assessing an organization’s business practices and performance on various sustainability and ethical issues. They also provide a way to measure business risks and opportunities in those areas.

After becoming a Certified B Corporation in 2021, and a Public Benefit Corporation, it is our obligation to provide each shareholder with this Impact Report providing insight to company policies, similarly narrated to the ESG, while also providing actionable data to serve our customers, suppliers, and community members with the utmost transparency.



As we explore our Certified B Corporation™ five impact areas - environment, governance, customers, workers, and community – we evaluate the purpose we have in creating value in each of these areas. We understand that becoming Certified B Corporation is more than a score or a benchmark. It’s an evolution of processes that ensures we are consistently bettering the world through continuous innovation and servant leadership.

Whether you’re an employee-owner at Brewer Science, a customer in our industry, a supply chain partner, or a member of our community – we are all working together to better the world through continuous innovation. Together, we can create value for everyone.

[DOWNLOAD 2023 Corporate Sustainability Report](#)

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About Brewer Science

A company of the people, by the technology, for the customer, to achieve fulfillment. Woven into our vision is a mission to create value for everyone through continuous innovation.

Of the People

Each employee-owner at Brewer Science is encouraged to think virtuously, understanding the value they create in the world through their purpose in the organization. Through personalized, purposefully led internal training, external training opportunities, and room for growth, employees learn how to better the world through continuous innovation and servant leadership, being a consistent industry leader, thought leader, and community leader—creating value for everyone. By achieving a higher level of awareness and understanding, our employees think innovatively, solving some of the most complex technical solutions for our customers.

[▶ WATCH NOW *Of the People - 40 Years of Innovation*](#)

By the Technology

Brewer Science strives to achieve what most technology leaders wouldn't attempt – to create a technology hub in the Midwest. Forging our own path, we have worked to create a heart of innovation in the heart of America with our world-class manufacturing and materials designed for advanced lithography, advanced packaging, smart devices, and printed electronics to enable cutting-edge microdevices and unique quality monitoring systems for water, warehouse, and air applications.

[▶ WATCH NOW *Leading the Race to Zero Defects*](#)

For the Customer

Because of our values, we take great pride and care in upholding our responsibilities to our customers. Trust, teamwork, and transparency are the strong foundation supporting our customer stewardship.

With customers flocking to companies who share a similar vision, our five impact areas are perched high on customers' priorities. Whether it be a mission to reduce carbon footprint or to increase equitable work environments – birds of a feather flock together – and we are proud to support some of the most respected and innovative minds on our planet.

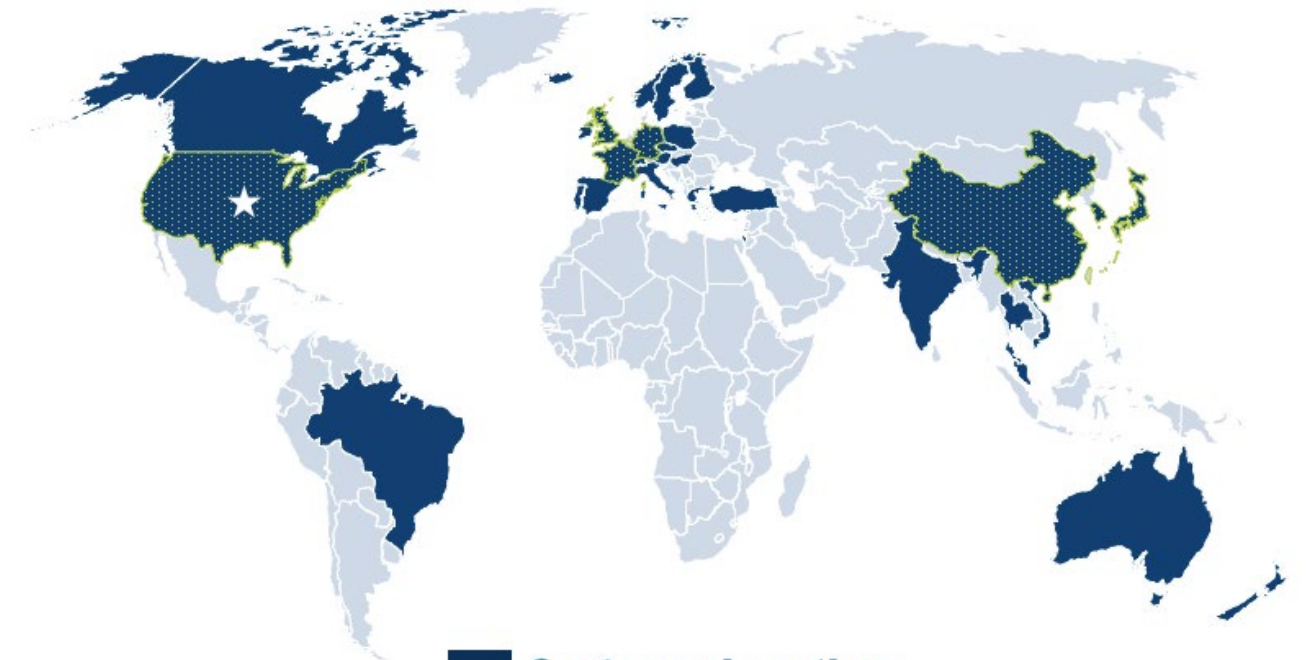
[▶ WATCH NOW *Making to Zero Defects*](#)

To Achieve Fulfillment

Brewer Science leverages over 40 years of semiconductor materials expertise to bring customers a truly integrated experience both in the R&D of lithography materials and also advanced packaging needs. Our experience working with diverse customers and unique technology needs has enabled us to think proactively and ensure customers are met with a long-term solution as technological innovation continues.

With offices worldwide, we are located in Rolla, MO, and can respond to inquiries, no matter the geographical location.

[▶ WATCH NOW *Our Anthem*](#)



Customer Locations
Brewer Science Offices

[▶ LEARN MORE *Brewer Science Locations*](#)

Environmental Stewardship

Nature, society, and the economy are all interdependent. Operating in an ecologically safe space is one of the two critical aspects of ensuring that humanity can thrive in the future. Brewer Science’s passion for environmental stewardship is driven by our responsibility for what we do and our awareness of the impact we have. In striving for continuous innovation and servant leadership, we continually evaluate processes for more sustainable practices, ensuring we are positively impacting the people, the communities we serve, and the environment.

Climate change has a significant impact on geographical locations and the people, plants, and animals that live in those environments. As such, as an industry, we have a responsibility to accelerate and be intentional about the reduction of our carbon footprint and other adverse impacts we may have on the environment.

Environmental Objectives and Targets

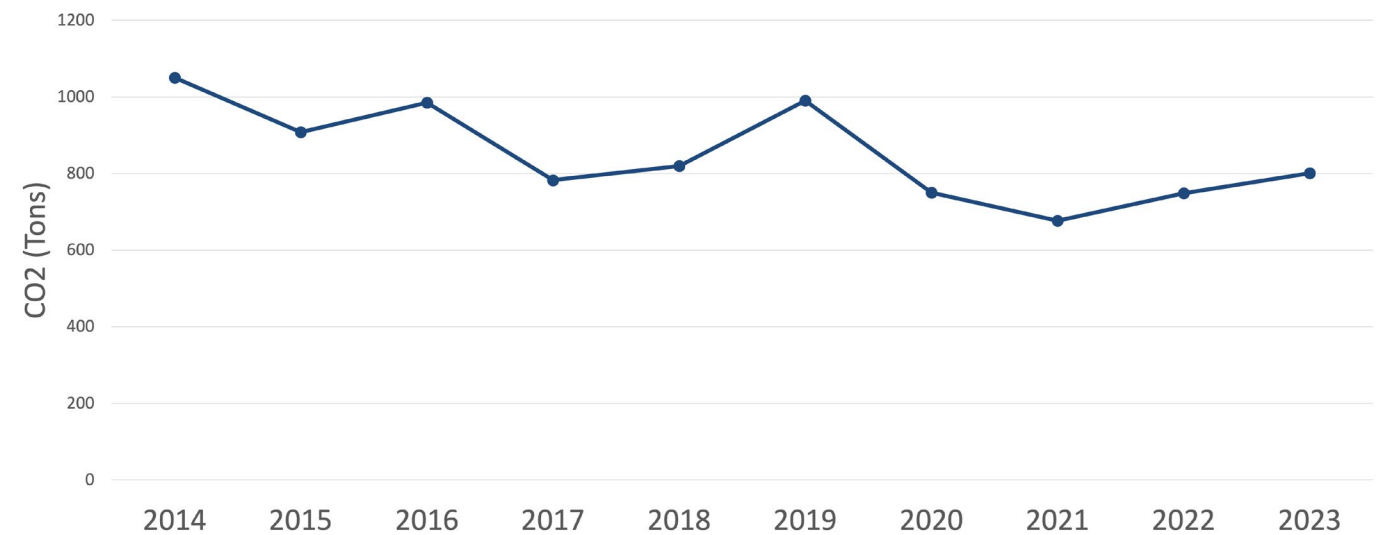
- Reduce carbon footprint for Scope 1 and Scope 2 GHG by 80% from baselines (2018) by 2030
- Net zero carbon footprint by 2050
- Provide tangible positive impact via our Sustainability Outreach Program to our employees, community, customers, and suppliers.
- Divert over 75% of hazardous waste volume to reuse applications (Annually)
- Achieve 100% renewable energy consumption (Annually)
- Receive the GreenCircle “Zero Waste to Landfill” Certification (Annually)

Our Impact on the World

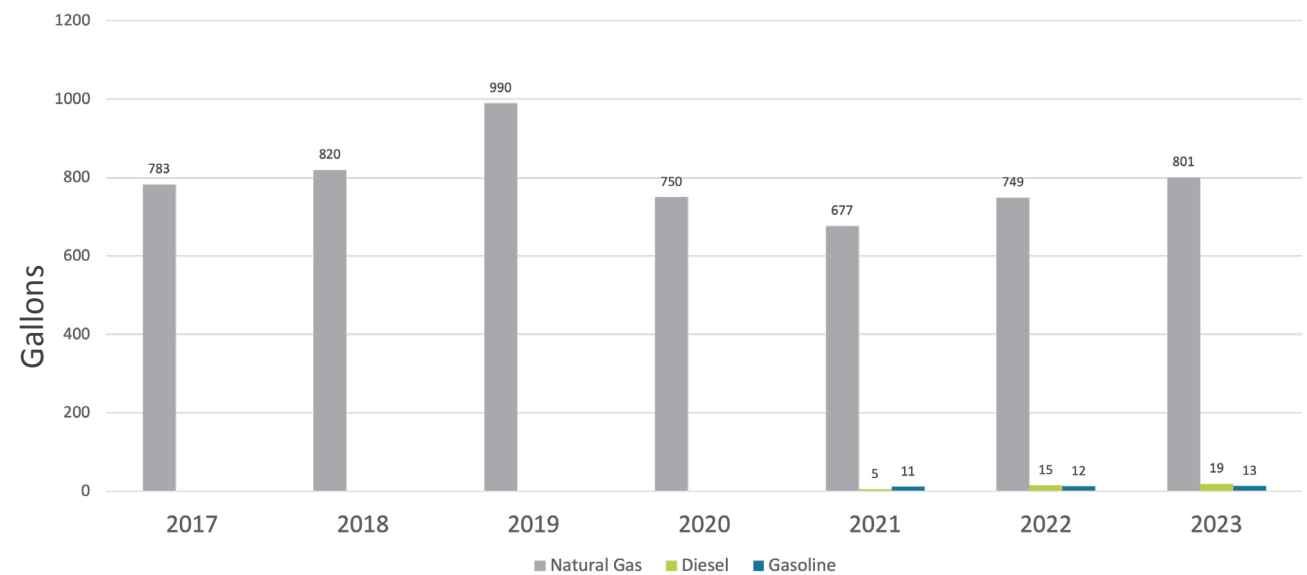
Brewer Science has been measuring greenhouse gas (GHG) emissions since 2014. We are targeting an 80% reduction of scope 1 and 2 emissions from the 2018 baseline by 2030 and a Net Zero Carbon Footprint by 2050. This will be achieved by understanding our emissions impact so we can identify more sustainable solutions.

Scope 1 emissions are greenhouse gases released from sources that we own or control directly. These typically come from the combustion of fuels, such as diesel, gasoline, and natural gas.

Scope 1 Carbon Footprint



Fuel Usage



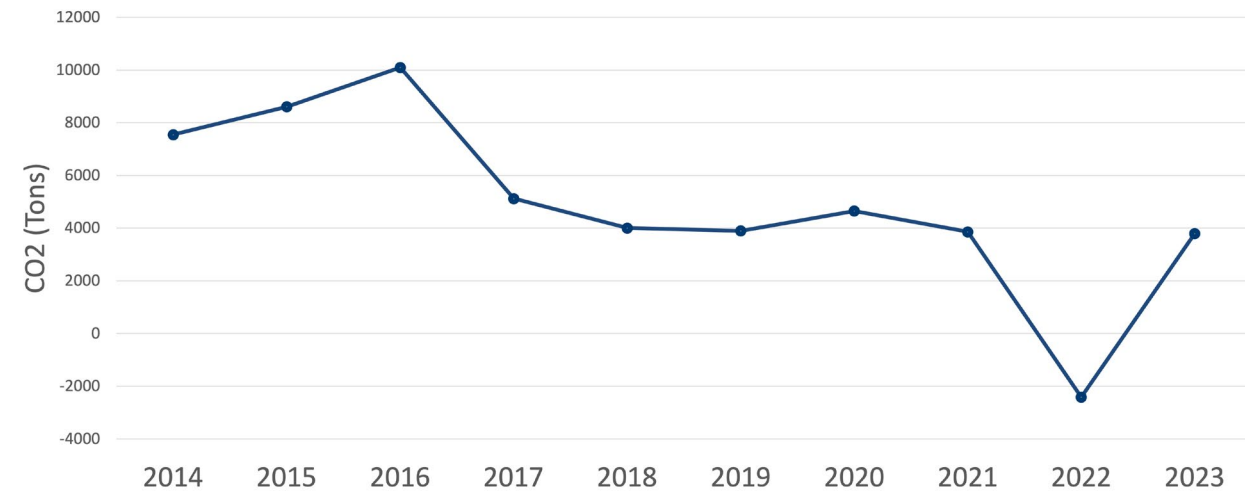
Our Impact on the World

Scope 2 Emissions:

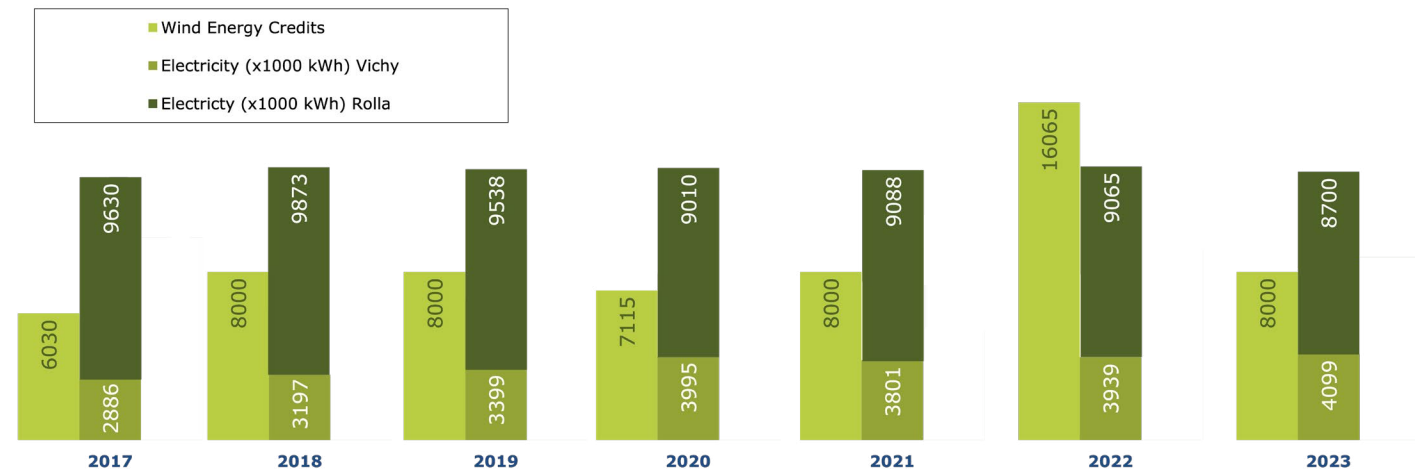
We are proud to announce that our energy consumption has remained relatively consistent at our Rolla and Vichy manufacturing facilities. We achieved this by installing more energy-efficient HVAC and lighting systems throughout our facilities and optimizing our manufacturing processes. Also, ever since our Vichy facility became operational, it has been using a closed-loop geothermal system that reduces our dependence on fossil fuels.

In 2017, our Rolla location started purchasing wind energy through renewable energy credits (RECs), which are dependent on the allocations Rolla Municipal Utilities (RMU) determines. As of December 2023, 8,000 kWh RECs were available to purchase through RMU, resulting in an offset of 62% of the energy used at our Rolla and Vichy locations.

Scope 2 Carbon Footprint



Electricity Usage



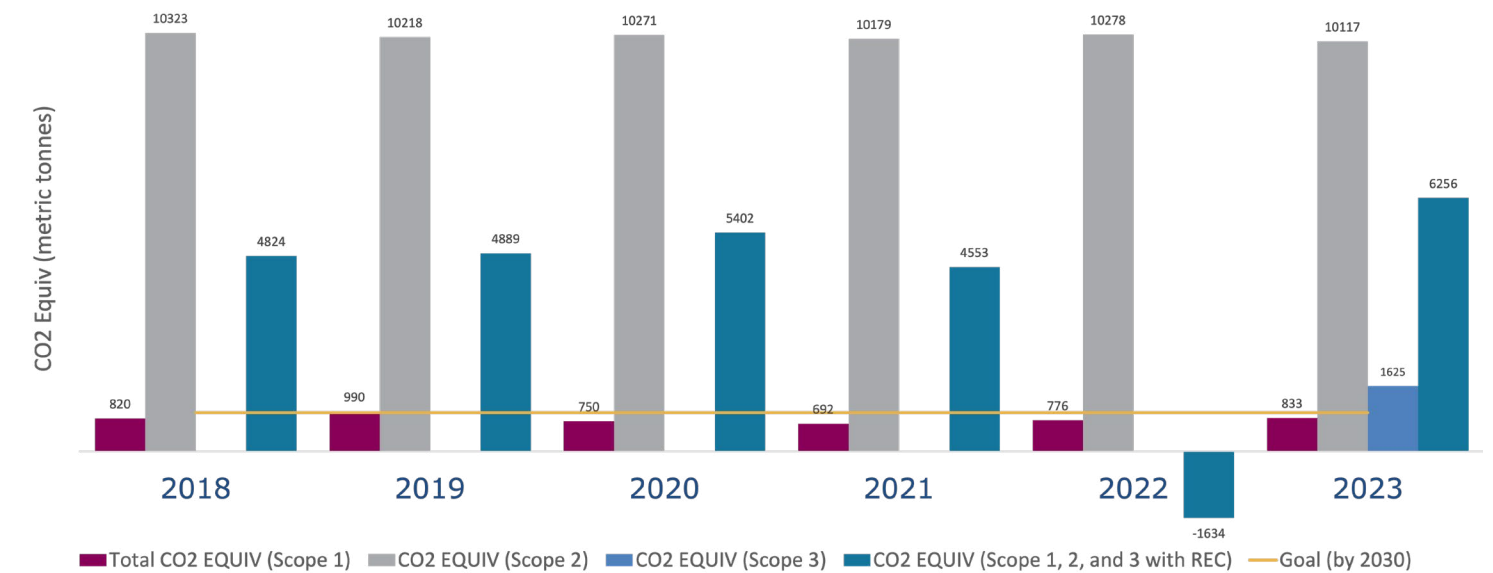
Scope 3 Emissions

As a commitment to the Semiconductor Climate Consortium to reduce emissions across the supply chain, Brewer Science monitors and manages upstream and downstream processes to ensure they are sustainability-focused. Some of our initiatives include:

- Calculating and strategically reducing emissions on business travel
- Efficiently coordinating shipping orders to reduce emissions
- Utilizing suppliers with environmentally conscious business initiatives

In 2023, Brewer Science started monitoring category 5 (waste), category 7 (commuter travel), and category 9 (downstream transportation); in the future, we are looking at other categories and refinement to existing category data collection and reporting.

Green House Gas Footprint



Our Impact on the World



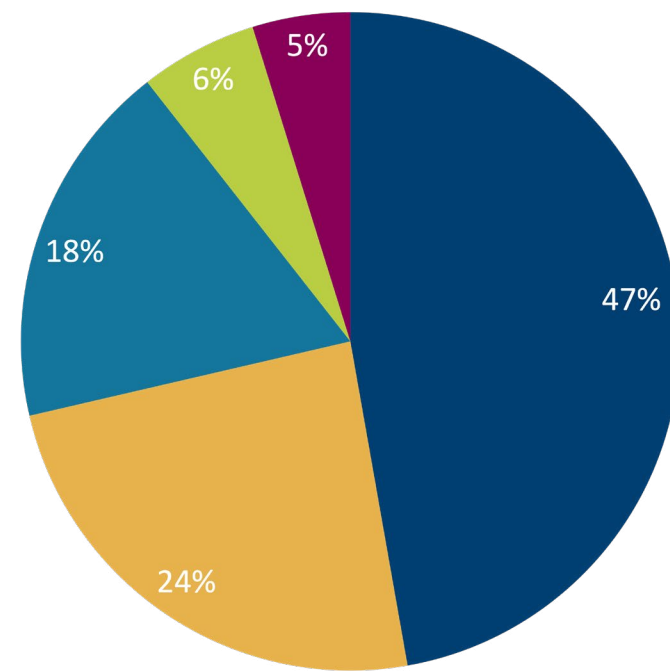
GreenCircle Certified: Zero Waste to Landfill

As a participant in our circular economy, we understand our pressure on natural resources to a level that respects the ecological thresholds and does not compromise the well-being of other stakeholders who rely on those natural resources.

In 2016, Brewer Science partnered with GreenCircle. We are certified to evaluate our waste practices in our efforts to achieve zero waste to landfill. We are pleased to report Brewer Science has been GreenCircle Certified Zero Waste to Landfill for the past nine consecutive years, validated through a 3rd-party annual audit.

The Zero Waste to Landfill certification from GreenCircle is one of the most challenging sustainability certifications to achieve. GreenCircle certifies an organization for Zero Waste to Landfill Certification if only 100% of the materials leaving the facility are intended to be diverted from landfill via one of GreenCircle’s acceptable means of diversion. Waste diversion from landfill, defined as the prevention and reduction of generated waste through source reduction, recycling, reuse, or composting, has been characterized as one of the best ways manufacturing companies can demonstrate genuine environmental responsibility.

Brewer Science is the only electronic materials company that has achieved GreenCircle Zero Waste to Landfill Certification. Our goal is to share the lessons learned through our zero waste to landfill journey with industry partners, supply chain members, and customers. Through collaboration, we can create significant value through sustainability efforts in our industry.



- Alerion
- Fuel Blending/Incineration
- Waste-to-Energy
- Recycling
- Reuse

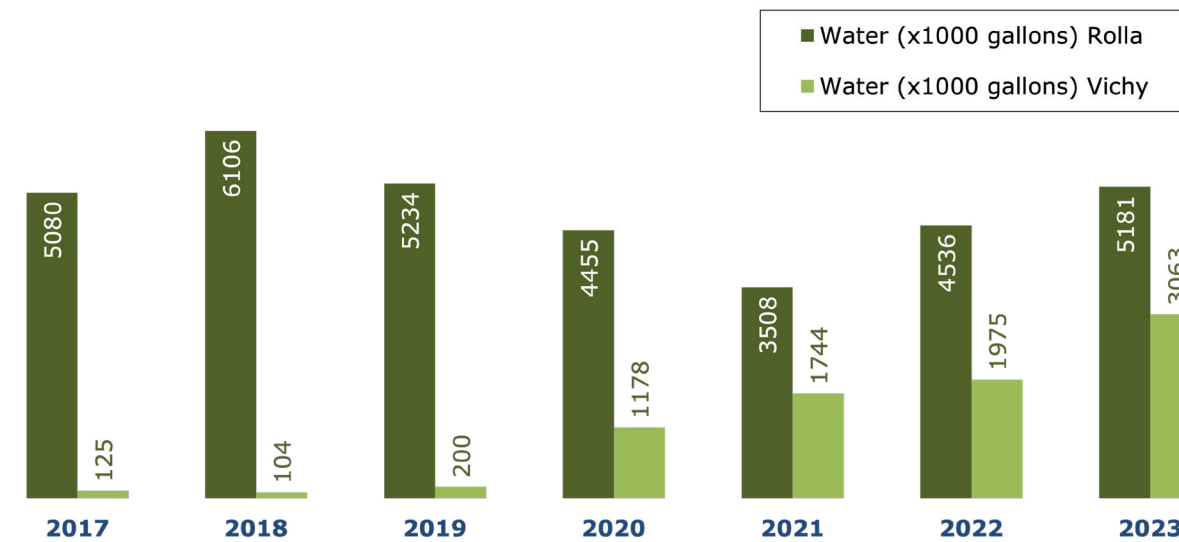
The Alerion Program separates solvent waste from the waste stream so that it is reused to clean tanker cars. We continue to improve our processes of separating solvent waste from hazardous waste, resulting in a 68% reuse via our Alerion Program.

[LEARN MORE](#) *Brewer Science Earns GreenCircle Certification for Zero Waste to Landfill for 9th Consecutive Year*

Water Conservation

Brewer Science’s expansions and higher production levels have led to an increase in water usage year over year. However, our Green Program efforts continue to retrofit existing systems and ensure water-saving options are implemented with new construction projects.

Water Usage



Outreach and Education

In 2023, we launched our Sustainability Outreach Program to help employees, suppliers, customers, and the communities in which we operate incorporate more environmentally conscious activities and ideas into their daily lives and operations. The Sustainability Outreach Program includes four informative self-paced guides that serve as a roadmap for expanding knowledge of environmental sustainability. Participants learn how to define targets for continuous improvement, design for sustainable infrastructure, manage natural resources, and measure impact.

[LEARN MORE](#) *Sustainability Outreach Program*



“After participating in the Sustainability Outreach Program, I now pay closer attention to items that can be recycled. I am also more aware of how various actions affect my carbon footprint, such as something as simple as turning off the lights when I leave a room.”

Anonymous Participant of the Sustainability Outreach Program

Our Impact on the Industry

Founding Member of Semiconductor Climate Consortium

We hope our thought leadership will encourage an environmental-minded engagement across our supply chain.

Brewer Science is a founding member of the Semiconductor Climate Consortium (SCC), which aims to accelerate the reduction of greenhouse gas emissions across the semiconductor industry. The SCC is focused on the challenges of climate change and works to speed efforts to reduce greenhouse gas emissions in the semiconductor industry.

Through the collaboration of member companies, our accumulated knowledge, and innovative technology, we will accelerate solutions to the most pressing problems. Working together, we will address and solve issues no company can handle alone.

The SCC is the first global collaborative of semiconductor companies focused on reducing greenhouse gas emissions. The consortium’s members are committed to the following pillars and objectives:

- **Collaboration:** Align on common approaches, technology innovations, and communication channels to continuously reduce greenhouse gas emissions
- **Transparency:** Publicly report progress and Scope 1, 2, and 3 emissions annually
- **Ambition:** Set near- and long-term decarbonization targets with the aim of reaching net zero emissions by 2050

Sustainable Material Innovation



As an innovator in semiconductor manufacturing materials, we strive to provide our customers and supply chain with more sustainable material options. Perfluoroalkyl and polyfluoroalkyl substances, more commonly referred to as PFAS, concern our natural world because they are classified as persistent, bioaccumulative, and toxic (PBT). This means the material does not break down in the environment, can move through soils, contaminate drinking water sources, and build up (bioaccumulate) in fish and wildlife. **Brewer Science is currently working on PFAS-free materials through our PFAS-free materials roadmap.**

Our Impact on the Customers and Suppliers

Over the years, we have learned a lot through our sustainability journey. We have found our most profound impacts have been in the areas of:

- Offsetting energy with the purchase of Renewable Energy Credits
- Encouraging an employee mindset focused on sustainability
- Mitigating waste for reuse applications and fuel blending
- Community recycling projects



Srikanth Kommu
Executive Vice President, COO

“Brewer Science recognizes that we can have a positive impact on the world by developing sustainable materials. Our PFAS-free materials roadmap is one of the many ways we aim to achieve a more environmentally-conscious approach to technological innovation.”

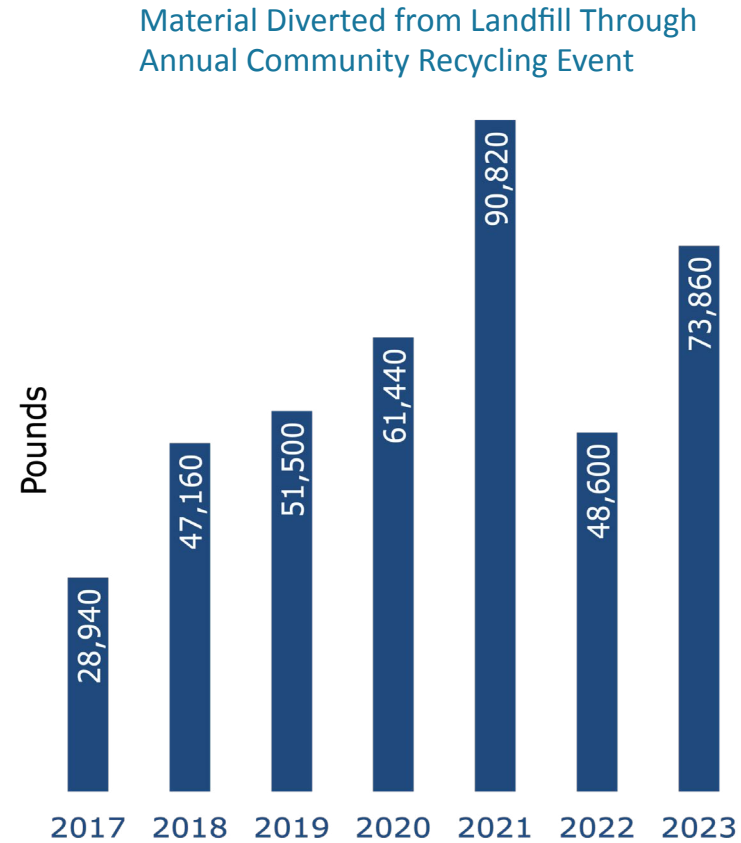


Our Impact on the Community

Community Recycling Event

Brewer Science has been hosting an annual community collection event since 2002. Promoted as the “Electronics, Appliance, and Tire Collection,” the event organizes community partners along with the Meramec Regional Planning Commission and Ozark Rivers Solid Waste Management District to reduce waste going to landfills. Residents can bring their household electronic and tire waste to our Rolla facility during these events. The event is organized by a group of Brewer Science employees who volunteer their time and effort to better the community and the environment through servant leadership.

In 2023, we collected 26,980 pounds of tires and 46,880 pounds of electronic waste for recycling. Cumulatively, this is 73,860 pounds (36.9 tons) of waste mitigated from the landfill this year! Since the program started in 2002, it has diverted a total of 1,201,188 pounds (600.6 tons) of waste from local landfill sites.



Vichy Expansion Sustainability Project

In 2023, we completed the expansion of our Vichy Manufacturing Facility. Through the building process, we remained committed to Zero Waste to Landfill. We were pleased to see how this impacted not only our environment but the perspectives of the construction company who worked on this project. Alberici, a construction company based in St. Louis, MO, was required to recycle all possible materials from the 24,000 sq ft construction project. This included not only building materials but also job waste. Materials were separated into two dumpsters; one that collected items that could be converted to generate electricity, and another that collected scrap metal that we recycled through one of our waste management partners. We are pleased to announce this joint effort was a huge success.

The entire effort mitigated over 27,000 pounds of materials that would have traditionally gone into a landfill. Even job waste such as water bottles, aluminum cans, and paint cans were collected, sorted, and recycled. The construction company was impressed with the process and decided to incorporate these initiatives into future projects.



Customer Stewardship Rooted in Trust

We listen and together we build better processes

Brewer Science provides customized solutions in diverse industries. By assisting customers in navigating their most complex challenges, we identified that one of the most important things we can offer our customers is an innovative solution and a promise of partnership. We treat our customers like partners, instilling high **trust, transparency, and teamwork**.

Trust

Backed by our warranties, guarantees, and certifications, customers trust that Brewer Science will follow through on our promises and continually be proactive in our approach to continuous improvement.

- [ISO 9001:2015 Quality](#)
- [ISO 14001:2015 Environmental](#)
- [ISO 45001:2018 Occupational Health and Safety](#)
- [Certified B Corporation™](#)
- [GreenCircle Certified – Zero Waste to Landfill](#)
- [Certified Employee-Owned](#)

Transparency

Our audits create a continuous feedback channel for the customer to influence how we do business. The high level of transparency ensures confidence in our practices and also enables us to resolve issues quickly if any arise. By taking the lessons learned through customer audits, we apply them to our supply chain partnerships and strengthen our supply chain, further catalyzing innovation. The confidence customers place in our business practices has been recognized by our earning [Intel's 2024 EPIC Distinguished Supplier Award](#), which evaluates our performance, quality, and business systems.

Teamwork

Our Zero Defect Program relies on effective communication across our supply chain, particularly with our customers and their diverse applications. We understand the impact long lead times or stalled production have on the entire supply chain, so we work hard to avoid setbacks by being as responsive as possible and having strategic processes in place to address issues if any do arise.

Our Customer Complaint Procedure focuses on responsiveness and ensures the issue is resolved as quickly as possible, thus limiting the impact on customers, their production, and the application. We then communicate those lessons to the relevant individuals to better understand how our collaboration will ensure our supply chain is performing at optimum efficiency.

Our Customer Scorecards ensure we continuously improve in areas that are important to our customers. The scorecards help us understand how we can operate at a level that exceeds their expectations and strategically improve processes noted on the scorecard.

“As one of the 27 Distinguished Supplier Award recipients in 2024, Brewer Science stands out among suppliers in Intel’s trusted supply chain,” said Keyvan Esfarjani, Chief Global Operations Officer at Intel. “Through their relentless drive to improve, they have achieved a level of performance that consistently exceeds Intel’s expectations and serves as a benchmark across the ecosystem.”

Changing Lives Through Technology

Our ever-evolving landscape requires continuous innovation. Brewer Science believes the best customer stewardship is a result of creating value for everyone. Through our continuous innovation and servant leadership, we strive to surpass the standards and expectations of our customers. Serving them with a relentless passion for continuous improvement and transparency, we have earned our customers’ trust and teamwork. Together, we find life-changing developments and innovative technology that create a positive impact on lives across our planet.



Building Industry and Community Leadership

Let's Learn Together and Better the World

Customer stewardship is an ever-evolving process reliant on learning from mistakes and building better processes. We take the lessons we have learned and teach our industry partners so that together, we can all continuously innovate and create value.

Sri Kommu, Executive Vice President of Brewer Science, is a member of the SEMI North Americas Advisory Board (NAAB), which serves as an industry liaison for continuous improvement standards, achieving high-quality materials necessary for advanced technology. Through Sri’s involvement on the SEMI Americas Advisory Board, we have made great strides in some of the industry’s most challenging areas, including:

- **Path to Net Zero:** Brewer Science also supports the SEMI Climate Consortium. As a GreenCircle Certified Zero Waste to Landfill accredited company, we help navigate the industry challenges associated with reuse applications and mitigating waste from landfills.
- **Workforce Talent:** Brewer Science frequently presents at SEMI Foundation Workforce Development events, sharing how our Certified Employee-Owned business policy has incorporated a sense of ownership among employees that inspires innovation and growth.
- **Supply Chain Redesign:** As a Certified B Corporation™, it’s our obligation to select supply chain partners that are not only best serving our applications and material standards, but also support our mission of being good stewards of the environment and social justice.
- **Geopolitical Tensions / Policy Issues:** PFAS restrictions are a growing challenge. Brewer Science is working with suppliers and customers to provide PFAS-free materials.

Our involvement and collaboration will prove vital as we support the exponential growth anticipated for our industry soon.

Employee Well-being - An Investment in Innovation

A people-focused company culture builds leaders and inspires innovators. Employee well-being is one of the most important assets in which a company can invest. Brewer Science encourages a more mindful problem-solving approach by promoting healthy lifestyles in the workplace. Finding complex technology solutions requires a strategic and systematic approach, emphasizing focus and attention. Promoting employee wellness benefits the employees, our customers, and our partners. Ultimately, everyone benefits when company policies focus on employee well-being.

Since its establishment in 1981, Brewer Science has been a company “of the people,” referring to the first part of its vision statement. However, since becoming a Certified B Corporation™ in 2021, informal wellness programs that were already in place have been written into company policies. The evolution of these policies continues and the company improves its employee wellness policies annually.

Brewer Science recognizes the whole person by providing company programs that help employees make an impact in all aspects of their lives.

- Community service leave
- Flexible schedules
- Donated gifts/service awards
- Paid leave – Maternity leave, paternity leave, bereavement leave, dependents leave, grandparent’s leave
- Paid wellness breaks
- Education assistance
- Employee Assistance Program – including lifestyle coaching
- Technology, wellness, and sustainable item reimbursement
- Disconnect days

Flexible Schedules

We have found that flexible working schedules enable employees to have more stress-free lives, resulting in a more enjoyable and productive work arrangement. If the position allows, employees can work remote, hybrid, or from the facility – while maintaining their professional obligations and notability. The flexible schedules are essential when working with international demographics, but also promote wellbeing. Employees are encouraged to communicate with their managers and plan accordingly when using flex-time. The flexibility in scheduling has helped employees meet family obligations while still achieving workplace excellence. Additionally, the flexible work schedules allow employees to focus on well-being activities, such as doctor visits or care of loved ones, without sacrificing work productivity.

Donated Gifts/Service Awards

In celebration of employment anniversary milestones, Brewer Science provides a monetary donation based on years of service to the charity of the employee’s choice. Nineteen employees celebrated milestone anniversaries this year, donating \$9,847.27 to their selected causes.

Community Service Leave

Recognizing the importance community service plays in an employee’s total development and well-being, Brewer Science encourages employees to be active contributors to their communities through Community Service Leave. Full-time employees are awarded 40 hours, and interns are granted 16 hours of paid leave to perform selfless acts that benefit numerous communities. In 2023, employees volunteered over 2,200 hours, assisting 82 different organizations, including helping homelessness, animals, children, and education. Some employees use paid time to pursue mission trips. Vicki Smith, Director of International Finance at Brewer Science, volunteered to help a school and children in Kenya. (Pictured right)



Employee Assistance Program

The Employee Assistance Program (EAP) provides employees and their household members free, confidential, in-the-moment support to help with personal or professional problems that may interfere with work or family responsibilities.

Wellness Breaks

Employees are encouraged to take 30-minute paid wellness breaks daily. An on-site gym at our Rolla facility encourages employees to build physical and mental development into their daily routines. Employees also have an annual wellness reimbursement benefit they can use to purchase gym equipment or a local gym membership.

In 2023, employees were granted a Disconnect Day on the first normal working day of the year. To ensure employees could completely “unplug” and connect with their families, Brewer Science closed its offices at all of its locations on January 2. Recognizing the positive impact the Disconnect Day had on employee well-being in 2023, Brewer Science decided to continue the initiative in 2024.



Growth Opportunities From Hire to Retire

Brewer Science’s people-focused company culture builds leaders and inspires innovators. Our Professional Development team gives our employees access to training that is personally led and purposely designed for our business, including:

- Emotional intelligence training
- Career vision development plans
- “Walk a Mile” professional experiences
- External training requests
- Digital learning library with microlearning courses
- ASPIRE (for aspiring leaders)
- LEAP (for new people leaders)
- SOAR (for continued development of leadership skills)
- On-demand coaching and mentoring
- Internships and co-ops
- FYI Fridays (weekly educational workshops for professional growth)

The employee-owners learning journey from hire to retirement is fundamental to Brewer Science’s growth and innovation.

On-Demand Coaching and Mentoring

One of the ways we develop thought leadership is by encouraging each other to seek out diverse perspectives. The on-demand coaching and mentoring offered by Brewer Science’s Professional Development team intentionally and strategically places employees with a mentor or coach who will provide insight and guidance throughout their growth at Brewer Science. The program has been successful in inspiring continuous innovation and encouraging employees to consider the unique values they contribute to the organization and society.



Emotional Intelligence Training

Our Professional Development team offers interactive Emotional Intelligence Training on topics that aid in professional development but also translate into improving employees’ wellness, both professionally and personally. One training program focuses on emotional intelligence, which encourages employees to be mindful of their emotions and those around them and how to best address differences.

Competency Framework

Inspiring a company culture focused on bettering the world through continuous innovation and servant leadership starts on an individual level. We encourage employees to develop their capabilities and enjoy greater success. We guide this process by offering a Competency Framework focused on technical and nontechnical skills and providing specific programs to target growth in areas that the employee chooses to develop to provide meaningful work.

Internships and Co-Ops

The internship program at Brewer Science is an invigorating experience for students to immerse themselves in an innovative company, encouraging them to explore their interests and passions while growing as individuals. Over 70% of eligible interns at Brewer Science accept full-time positions at the company. The Brewer Science intern program is international, offering opportunities for STEM and non-STEM majors across the globe. In 2023, there were 22 interns and co-ops involved in diverse functions specific to their career interests and aspirations. The intern experience at Brewer Science is focused on developing the students and helping them learn about their career field and understand the greater impact they have on industry. Each intern is encouraged to understand the importance of bettering the world through continuous innovation and servant leadership by being a consistent industry leader, thought leader, and community leader while creating value for everyone.



Vicki Hallsworth
Director of Human Resources

“Brewer Science’s success comes from the performance and fulfillment of its employees, and we always want to enable them to be part of the solution and future. Because of this, we’ve found that an innovative and productive workforce requires a people-centric focus on workplace culture. By providing employee-owners with empowerment and enrichment, everyone benefits.”

Safety-Focused Working Environment

We document and take corrective action in response to all incidents, even those that don't qualify as OSHA Recordable Incidents. Although our number of employees and production capabilities have increased, we are proud to report our average number of incidents has remained consistently low. Our average severity has continued to decrease. We are targeting a reduction in our average severity each year until we achieve our goal of zero incidents.

Our goal of zero incidents can only be achieved with meticulous attention to our safety program, which strategically coordinates continuous innovation and employee involvement in our incident recording and prevention actions.

Employee Involvement in Preventing Incidents



Our Safety Committee plays an important role in the continuous improvement of our safety programs. We use data and suggestions from the Safety Committee to target problem areas that would typically go undetected in DART or OSHA compliance audits.

Successful outcomes of our Safety Committee include gas cabinet installation at JVIC to securely contain gases necessary to test the gas sensor systems being developed. Sidewalks were repaired from winter damage. Twelve Safety Committee members earned their 10-hour OSHA Certification. On-site safety training, such as our CPR training, equips our employees with the skills to prevent severe incidents.

Pictured to the left is a gas cabinet installed at JVIC to safely contain gases.

Waste Watchers

“And that’s my 2-second lean” – is the phrase you will hear after each employee-submitted video illustrating their clever and strategically planned initiatives to incorporate more lean actions into their daily work routines. Lean manufacturing refers to the practice of minimizing waste while simultaneously maximizing productivity. Waste Watchers is a monthly event that has turned into a company-wide watch party to celebrate the creativity and passion of their peers in waste mitigation. The ten wastes to eliminate are identified through the presentation, with each presenter describing which of the wastes they are targeting and how their plan will achieve the desired outcome. The ten wastes we target to be more lean are:

- Defects
- Overproduction
- Waiting
- Talent
- Overspending
- Transportation
- Inventory
- Motion
- Overprocessing
- Not Being Green

WATCH NOW *Brewer Science's 10 Wastes to Become Lean*

Continuous Incident Reporting

While OSHA Recordable Incidents and DART (injury requiring days away, restriction or transfer, major property loss or spill) rates are a useful measure for tracking workplace injuries and illnesses, they do not account for the severity of the incidents, nor do they assist with preventive actions.

Brewer Science’s innovative approach to incident reporting surpasses the metrics required by OSHA. By assigning a severity measure to each incident, we focus not only on the number of incidents, but also the nature of the incidents.

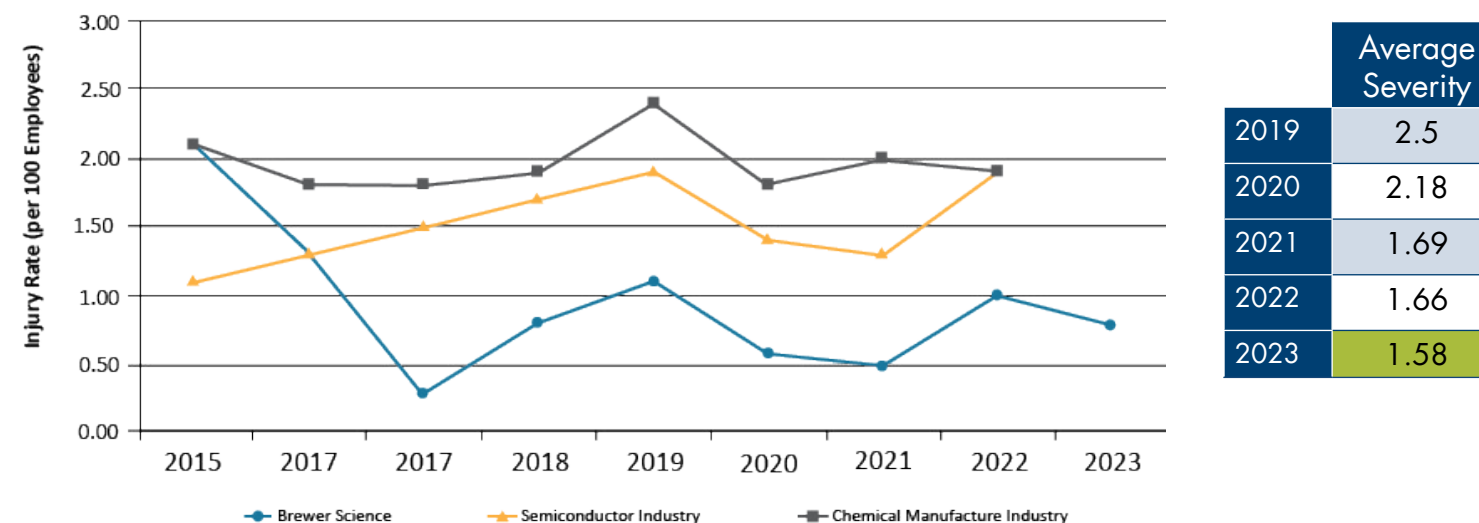
Analyzing the nature of the incidents allows us to understand why the incident happened, thus enabling us to take corrective and preventive actions specific to that incident.

Our Incident Severity tracking system records all incidents and classifies them with a numerical representation. Level four in our severity tracking is equivalent to a required OSHA Recordable Incident. Any incident that occurs, OSHA Recordable or not is assigned a level one through five:

Index	Criteria
1	Near miss, no injury, no property damage, no product loss, small spill
2	Minor injury, property loss \$1000 or less, small spill 1 to 10 gallons
3	First aid, property loss \$1000 to \$5000, spill greater than 10 gallons
4	OSHA® recordable incident, property loss greater than \$5000
5	Injury requiring days away, restriction or transfer, major property loss or spill

OSHA® Recordable Injury Rate Comparisons

(US Bureau of Labor Statistics)



Community Impact

We take a two-pronged approach to our community involvement; both contribute to the betterment of the world by creating value for everyone. One is focused on servant leadership by building our local communities with foundational STEAM (science, technology, engineering, art, and math) education and support. Our other community focus is to build a more robust industry and economy through partnerships and collaborations.

Local Communities

Education is the foundation of innovation. Our employees have a passion for promoting STEAM education in our local communities. We achieve this in many virtual and in-person formats. Our STEAM educational outreach efforts inspire the next generation of innovators and provide educational resources on STEAM topics.

Corporate Donations

Brewer Science financially supported 45 organizations in 2023. The organizations were selected based on alignment with our company values and mission, including STEAM education, arts, and sustainability. Our employees participate in the selection process, nominating causes they are passionate about. With ten international offices, we make a global impact while strengthening the communities we serve. Employees can also celebrate milestone anniversaries by having Brewer Science make a monetary donation to a charity of their choice.

Fundraisers and Food Drives

Brewer Science employees frequently take ownership of organizing community fundraisers, street cleanups, and food drives. This sense of ownership comes not only from being a Certified Employee-Owned company but also from the sense of pride they have in the company mission's focusing on community impact. Among the many fundraisers and donation drives, many employees joined the effort to clean up their communities in honor of Earth Day. Our Taiwan office organized a beach cleanup at North Coast & Guanyinshan National Scenic Area in Taiwan. Our Springfield, MO office planted native trees at Wilson's Creek Park. Our Rolla headquarters teamed up with our neighbor Mo-Sci to clean up highways and parkways. It is great seeing everyone engaged with our sustainability mission.



Company Blood Drives

Brewer Science partners with the Community Blood Center of the Ozarks to host on-site blood drives. Our employees donated a total of 105 units in 2023. If each donation can save three lives, 315 lives might have been saved by our employees' generosity, not to mention the number of people who were touched by those lives being saved.

Project Lead the Way

Brewer Science actively supported STEAM education in its local communities by collaborating with Project Lead the Way, a nonprofit organization that develops STEAM curricula for K-12 educators. By supporting schools' adoption of the Project Lead the Way curricula, we ensure success for future generations. Teachers are eager to engage students with a higher

level of STEAM education but may not have the tools or resources available to them, which is why Brewer Science is happy to help enable this initiative. You can learn how Brewer Science helped a small, rural school in Montana overcome the many challenges of STEAM education and adopt a successful curriculum by clicking the link below.

[▶ LEARN MORE](#) *A Foundation in STEM Education is Crucial for Student Success*

Educational Facility Tours

We celebrated Manufacturing Day in 2023 with tours of our Vichy manufacturing facility. The tour provided opportunities for students to learn more about careers in manufacturing and promote interest in STEAM. We also hosted the Summer Learning Academy at East Central College to showcase best practices for encouraging STEAM education in children.



Scholarships

Scholarships not only serve as a financial contribution to a student's success but also as a reminder of our trust in their endeavors. By showing students we genuinely care about the success of their scholastic achievement, they recognize the importance of their future. Our Phil Allen Memorial Robotics Scholarship and Dr. Norman Dobson Memorial Scholarship also honor two men who made a profound impact on Brewer Science and our community. We are thankful to remember their contributions to supporting education.

K-12 STEAM Outreach

Enlightening young minds through STEAM education paves the way for problem-solving and collaborative-thinking mindsets throughout their education. Brewer Science employees take time to visit local elementary schools to talk to students about careers in STEM and manufacturing.

[▶ LEARN MORE](#) *Community Impact*



Sweet Collaboration

While technology and bean-to-bar chocolate may seem worlds apart, a groundbreaking collaboration centers on the opportunity to address emerging cocoa industry challenges. Dr. Terry Brewer’s passion for chocolate led him to an unexpected alliance with Shawn Askinosie, the visionary founder of Askinosie Chocolate. Both companies, headquartered in Missouri, work actively to leverage their businesses as a force for good. A casual lunch conversation sparked a meaningful collaboration to harness Brewer Science’s cutting-edge technology while advancing Askinosie Chocolate’s commitment to supporting best-in-class cocoa farming practices.

Understanding the Issue: The Global Challenge of Heavy Metals in Soil

Cocoa production is a vital global industry, and the challenge of heavy metal contamination in cocoa and many other crops – such as avocados and kale – is a global concern. Heavy metals like lead and cadmium can naturally occur in soil and water sources, impacting cocoa plants. Askinosie Chocolate recognizes the significance of this issue and is taking a proactive approach to help cocoa farmer partners understand and address it, with a focus on producing a safe product and minimizing the impact on the livelihoods of farmers.

Rest assured, Askinosie Chocolate independently tests each product to verify the safety of all chocolate produced by the company. With this new collaboration, Brewer Science and Askinosie Chocolate are in the early stages of designing and testing new technology that will help arm the farmers with more information, enabling better decision-making.

Empowering Cocoa Farmers for a Sustainable Future

A central aspect of this collaboration is ensuring the well-being of cocoa farmers while tackling contamination. By actively involving farmers in every step of the process, from data collection to the implementation of new practices, the program fosters a sense of ownership and shared understanding. The ultimate goal is to empower cocoa farmers to enhance their cocoa production methods, thus improving the quality of cocoa beans and safeguarding their income and economic stability.

In support of this mission, Brewer Science is developing a new, field-ready testing model for use by cocoa farmers. With this innovative tool, farmers will gain insights into the presence of heavy metals in their crops. Armed with this knowledge, they can monitor and adjust their farming practices.



The Ripple Effect of Positive Impact

Beyond their collaborative efforts to address a global challenge, Brewer Science and Askinosie Chocolate are deeply committed to their local community. This project was adopted, vetted, and launched by members of the Chocolate University (CU) Class of 2023. These local high school students spent several months in preparation by studying the cocoa industry issue, hypothesizing about the impact on cocoa farmers, and modeling business communication strategies. In Tanzania this July, several CU 2023 students joined Shawn Askinosie and Drury University professor Dr. Albert Korir to present the opportunity to farmers and begin the data collection process with cocoa farmers. This real-world international business experience is invaluable as students seek to understand the role of small businesses in global markets. Brewer Science has long supported the CU project through a student scholarship fund, but the alliance was even more meaningful this year. Together, Brewer and Askinosie demonstrate how innovation and compassion can lead to positive outcomes, both locally and globally.

While challenges persist, the joint effort exemplifies an inspiring commitment to best-in-class cocoa production. The collaboration between Brewer Science and Askinosie Chocolate is a testament to the power of partnership and innovation.



Industry Partnerships

Building a strong economic and industry community relies on partnerships

As strong as a company, we are even stronger when we form partnerships with other equally strong companies. Together, we can leverage our strengths and abilities and create a union that is more than the sum of its parts.

At Brewer Science, we seek out collaborations with companies that we see as unique and innovative. By working in tandem with these partners, we can exceed our own expectations and create a mutually beneficial relationship that produces the highest-quality results.

As community leaders, we liaise with over 140 entities in board, council, chair, advisory, partnership, and consortium roles to strengthen collaboration in our industry and serve innovation better.

National Association of Manufacturers (NAM)



As a part of the National Association of Manufacturers (NAM), Brewer Science advocates for policy reform that best serves our industry, economy, and society. We have participated in national panels and congressional conversations to advocate for restoring the federal tax code to support research and development expensing once again. This would benefit all businesses that invest in research and development.

One reason Brewer Science is passionately advocating for this reform is to protect manufacturers' R&D, jobs, and competitiveness. We are asking Congress to move immediately on bipartisan legislation to restore R&D expensing.

"R&D is the lifeblood of advanced technology development for our company, for our industry, but really for the nation," said Doyle Edwards, Director of Government Relations at Brewer Science. "And so our message is, we need your help. We need your leadership to resolve this policy issue."

Ensuring equity and inclusion is among the priorities for procurement creates value for everyone

We expanded our diversity, equity, and inclusion policy to include sourcing contractors and suppliers who are local to the operating region. Additionally, our increased focus on procuring from minority, women-owned, or veteran-owned businesses has been incorporated into our supplier classification system to ensure we are equitable for diverse business opportunities. Currently, 77% of our diversified suppliers are women-owned.

Nextflex Missouri Node

Brewer Science is a founding member of the NextFlex advanced manufacturing institute, which works in partnership with academic, industrial, and non-profit organizations to accelerate the development of semiconductor and printed electronics innovations. The establishment of the Missouri NextFlex Node, also known as the Jordan Valley Innovation Center (JVIC) Advanced Manufacturing Node, supports and strengthens Missouri semiconductor industry growth by investing in programs where companies can access talent, capabilities, and collaborations across the state and nation that attract new technologies and jobs to Missouri.

Through the establishment of the Node, Missouri has invested over \$5M in projects to spur semiconductor technology development in Missouri. In addition to Brewer Science, MEMC and Watlow also received funding. All three companies are now strongly positioned to receive additional funding from the state and the federal government through the CHIPS Act. If all anticipated projects are funded, over 220 full-time semiconductor industry jobs will be created in Missouri.

[> LEARN MORE *NextFlex Node at JVIC*](#)

Advocating for Legislation to Reauthorize ESOP Tax Deduction Provisions

Brewer Science became employee-owned in 2020 when the Brewer Family made a gift to Brewer Science employees of 33% of the shares in the holding company which owns Brewer Science, setting up an employee stock ownership plan (ESOP). Brewer Science is also a member of [Certified EO](#).

On September 6, 2023, Missouri Governor Parson signed Missouri Senate Bill 20, which reauthorizes a key ESOP tax deduction. Doyle Edwards, Director of Government Relations, represented Brewer Science as one of the many ESOP companies in Missouri at the signing of the bill.

"We believe ESOPs are incredibly important, especially when we're in a global competition for jobs and talent," said Dan Mehan, president and

CEO of the Missouri Chamber. "Employee-owned businesses often exhibit higher levels of employee satisfaction, increased productivity and greater long-term stability."



Photo credit: Missouri Chamber of Commerce

[> LEARN MORE *Gov. Parson Signs Bill Reauthorizing Employee Stock Ownership Plan \(ESOP\) Tax Reduction*](#)

Governance

We create value for everyone, when everyone's voices are heard

An employee-owner's mindset is focused on continuous innovation

Our initiatives in sustainability, workers, community, and customers wouldn't truly be creating value without ensuring the voice of our people is heard and enforced. Governance is the process and procedures that give our employee-owners a voice to make the world better through their servant leadership. Being a Certified B Corporation™ and a public benefit corporation, it's required by our corporate governing documents that decision-making considers not just profit but also the impacts the action could have on all stakeholders. Our mission to be a company of the people, by the technology, for the customer, to achieve fulfillment is embodied within our culture and exemplified through the actions of our employee-owners. Brewer Science has several programs that enable employee-owners to be directly involved in business functions to encourage continuous innovation and develop thought leadership.

Certified Employee-Owned



Brewer Science became partially employee-owned in 2020 when the Brewer Family made a gift to Brewer Science employees of 33% of the shares in the holding company that owns Brewer Science. Later that year, it was recognized with other members of the employee-owned community as it also became Certified Employee-Owned (Certified EO).

Certified EO is the leading certification program for employee-owned companies in America. To become a member of Certified EO, companies must pass a rigorous certification process to demonstrate that their employees own at least 30% of the business (exclusive of company founders), access to ownership is open to every

employee, and the concentration of ownership is limited. Fewer than 1 in 200 American companies are eligible to join Certified EO.

“We’re excited to have Brewer Science as our newest member,” said Thomas Dudley, CEO and Co-founder of Certified EO. “We’re very aligned on values and recognize that employee ownership is good for workers, good for business, and good for communities. As an employee-owned company, Brewer Science is a pillar of their community and at the forefront of creating an economy that works for everyone.”

In addition to employee ownership being a vessel of company governance, the certification also demonstrates the ownership employees take in their responsibilities by ensuring we continually innovate and provide our customers with the best solutions.

[> LEARN MORE Brewer Science Announces Employee Ownership Program](#)

Green Team

The Green Team is comprised of employee-owners who strategize sustainability initiatives. Completely volunteer-based and self-led, the internal group brings together employees from diverse backgrounds and expertise. United with a passion for environmental sustainability, the team is tasked with identifying waste-mitigation practices and enforcing more sustainable policies. In 2023, the Green Team aided in the reduction of single-use items within the company and at our events.

Better Brewer — A Cross-Functional Task Force

Empowering our employees to influence our success and make individual impacts is one of many ways we are a company ‘Of the People.’ We created Better Brewer, a program in which our leaders hear suggestions from our employees to help drive the company forward, overcome challenges together, and maximize our opportunities.

Better Brewer projects focus on brainstorming solutions to complex problems by utilizing a cross-functional, representative sample of employees to generate ideas. These employees are volunteers who feel connected to the project and are responsible for the solution. This project team uses basic principles of change management to identify meaningful, positive changes that can be made to create a better Brewer Science, then presents these changes to our executive leaders for consideration.

We look forward to completing additional Better Brewer projects to maintain the connection between our employee-owners and our leadership and to maintain Brewer Science’s place as a competitive company and a connected employer.



Accountability Proven Through Third-Party Audits

While we have found ways to quantify the impact we have on our environment, customers, employees, communities, and industry, the efforts are further accredited through third-party audits.

GreenCircle Certification

GreenCircle’s rigorous evaluation process provides independent verification that claims of sustainable aspects of products and operations are valid. Manufacturers, suppliers, regulators, occupants, and consumers can be assured that products labeled with the GreenCircle Certified mark have been thoroughly assessed and their claims verified to applicable standards.

Green Circle Certification has several tiers of certification, with Zero Waste to Landfill being the most challenging to earn.

Brewer Science is the first company in the semiconductor and microelectronics industry to achieve GreenCircle Certification – Zero Waste to Landfill. GreenCircle certifies an organization for Zero Waste to Landfill Certification if 100% of the materials leaving the facility are intended to be diverted from landfill via one of GreenCircle’s acceptable means of diversion. Waste diversion from landfill, defined as the prevention and reduction of generated waste through source reduction, recycling, reuse, or composting, has been characterized as one of the best ways manufacturing companies can demonstrate genuine environmental responsibility.

[> LEARN MORE *Going Green*](#) [▶ WATCH NOW *Brewer Science - Going Green*](#)

Certified B Corporation™



B Corp™ certification is a designation that a business is meeting high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials. The extensive audit, named the B Impact Assessment, is divided into five stakeholder-focused “Impact Areas” — Governance, Workers, Community, Environment, and Customers. Each impact area is organized by “Impact Topics” that describe the specific dimensions of impact relevant to that stakeholder.

Brewer Science became Certified B Corporation™ in 2021. Learn more about our journey to becoming a Certified B Corporation™ and the challenges overcome throughout our blog series:

- [Brewer Science is a Certified B Corporation™ \(Video\)](#)
- [Brewer Science’s Bold Journey to Certified B Corporation™](#)
- [5 Benefits of Being a B Corp™ in the Tech Industry](#)
- [Brewer Science’s Innovative Solutions to B Corp™ Challenges](#)
- [The Challenge Doesn’t Stop at Certification: Post-B Corp Certification Reflections](#)
- [5 Ways Every Employee Impacts Customer Service](#)



Dan Brewer
Executive VP, Corporate Resources

“Working for a Certified B Corporation isn’t just about a job—it’s about shared values. When you know the company’s commitment to social and environmental responsibility aligns with your own and that the company’s chief concern is making a positive impact rather than winning at any cost, it becomes a shared mission to make the world a better place. Employees are inspired by this mission, which leads to a fulfilling workplace and, ultimately, innovative solutions for our customers.”





brewer science

THANK YOU

We are thankful for this opportunity to share our 2024 Impact Report with you.

Whether you are a customer, supplier, community member, or employee-owner at Brewer Science – you contributed to this report. Our purpose is to better the world through continuous innovation and servant leadership, as well as being a consistent industry leader, thought leader, and community leader - creating value for everyone – literally means everyone. We value you and the positive impact you bring to our industry, supply chain, community, and company.

To learn more about Brewer Science, please visit www.brewerscience.com

Have questions about this impact report, or wish to learn more about one of the topics discussed in this report? Please email communications@brewerscience.com

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