Innovating for Sustainable Value

astrix
TECHNOLOGY GROUP

Table of Contents

Message from our CEO

As we reflect on 2024, it is clear this has been a year of transformation, growth, and purpose for Astrix. We have faced challenges head-on, leveraged opportunities to innovate, and paved our commitment to sustainability. This report highlights our journey and the steps we have taken to integrate sustainability into our core operations, aligning with our mission to drive meaningful impact for our clients, team members, and communities.

We are proud of our progress in advancing initiatives for the People, our Planet, our Principles of Governance and Prosperity. We've set ambitious targets, including achieving net-zero emissions by 2030, reducing our carbon footprint, and enhancing resource efficiency. We are committed to supporting our clients in their sustainability journeys, leveraging cutting-edge technologies and data-driven solutions to drive change.

Our people remain at the heart of our success. Our workforce—composed of 90% advanced-degree professionals—continues to provide unmatched expertise, enabling us to tackle complex challenges and deliver innovative solutions. Through initiatives like the Grow, Perform, Succeed (GPS) program and wellness-focused services such as Overalls LifeConcierge, we've prioritized employee development, well-being, and engagement.

At Astrix, we maintain an unwavering stance against discrimination in all its forms. Our foundation has always been built on creating a workplace where every employee is respected, valued, and has a clear voice in shaping our organization.

This mindset is central to our culture, ensuring fairness, representation, and opportunity for all.

Looking ahead, sustainability will continue to shape our strategy. We are committed to embedding sustainable practices in every aspect of our operations, fostering innovation, and driving positive impact.

This, our first Sustainability Report, is not just a reflection of our achievements but a roadmap for the future we are building together.

Thank you for joining us on this journey. Together, we are creating a more sustainable, resilient and inclusive world.

Dale Curtis
Chief Executive Officer
Astrix Technologies Inc.

About Us

Since 1995, Astrix has provided dedicated consulting, regulatory advisory services, and specialized scientific staffing to science-based businesses globally.
We enhance our customers' internal resources while ensuring projects are completed correctly, on time, and within budget. Our digital quality, compliance, and laboratory informatics services facilitate digital transformation, yielding predictive insights and superior product quality for patients and customers.
We adhere to uncompromising core values that emphasize our commitment to excellence, building trust in our Stakeholders and demonstrating integrity and accountability in all our endeavors.

Our mission

Our mission is to embody excellence and accountability in everything we do, creating value and trust in the scientific enterprise through innovative thinking and solutions. We transform business processes and harmonize quality systems by applying forward-thinking technology, driven by our commitment to constructive collaboration and long-term partnerships with all stakeholders.

Through our integrity, quality-focused approach, and willingness to challenge the status quo, we build lasting value for everyone we serve.

Our unique mix of highly specialized strategic & technical services, processes, and a technology-agnostic approach has made Astrix a leading partner in transforming the ways life sciences and other science-based organizations succeed in digitally transforming their businesses and operations to drive better research, clinical and patient outcomes.

Our Results

Clients		500+
Strategies & Solutions Successfully Delivered		1,500+
Scientific & Technical Jobs Filled		10,000+

Our Values & Behaviors

1

Be Client First

- Champion the client outcome.
- Listen first: every interaction is an opportunity.
- Seek to understand the client's perspective.
- Behave with integrity.
- Be a trusted advisor.

2

Be Accountable

- Ensure quality.
- Pride in our work.
- Prioritize and drive client value.
- Prioritize and drive Astrix value.
- Proactive forward action in resolving problems.

3

Be Collaborative

- We make each other better.
- Collaborate proactively and for the long term.
- Promote a 'We' before 'Me' approach.
- Respect and trust all roles.

4

Be Innovative

- Tolerate, build on and learn from failures.
- Drive new solutions.
- Constructively challenge status quo.
- Think outside the box: seek and apply novel solutions.

Businesses Overview

Astrix provides comprehensive, end-to-end services for strategic planning, technology implementation, and scientific & technology staffing to support even the most complex project or organization. Our integrated team collaborates to ensure a smooth transition between our strategic and technical experts as the project advances. At our company, we pride ourselves on delivering unparalleled expertise across various domains within the life science industry.

Strategic Consulting	**Data Transformation & Analytics Services**	**Application & Platform Services**	**Scientific & Technology Staffing**
• Strategy & Planning • Change Management • Technology Consulting • Digital Transformation & Governance • Integrated Process & Business Analytics • Technology Selection	• Data Technology • Data Governance • Integration Capabilities • Architecture Implementation • Data & Integration Accelerators • Low/No Code Solution Development • Data Sciences	• Solution Planning & Project Management • Solution Business Analytics • System Implementation • System Integration (point to point) • Computer System Validation • Legacy Data Migration • System Onboarding / Training • Custom Dashboards & Reporting • Run Support	• Scientific Staffing • Technology Staffing • Clinical & Regulatory Staffing

With an unwavering focus on solving the complex challenges of the life science industry, we also support the strategic and technology needs of other science-based industries such as BioTech, Energy, and Consumer Products.

Our deep and comprehensive knowledge covers the entire spectrum of life science disciplines, ensuring that we provide our clients with exceptional guidance and tailored support for their unique needs.

This includes our proven expertise in strategic planning, domain-specific technologies, and extensive strategic sourcing capabilities.

Our areas of expertise span a diverse array of critical areas, including

→

Laboratory Informatics
We deeply understand the latest advancements in laboratory information management systems, data analysis tools, and cutting-edge technologies that drive efficiency and innovation in research and development.

Clinical & Regulatory
Our team of experienced professionals thoroughly comprehends the intricate regulatory landscape, enabling us to navigate the complex clinical trial processes and ensure compliance with all relevant guidelines and standards.

Pharmaco-vigilance
We have a renowned track record in the field of pharmacovigilance, providing comprehensive services to monitor, evaluate, and report on the safety and efficacy of pharmaceutical products throughout their lifecycle.

Product Development
From concept to commercialization, we offer end-to-end support in the product development lifecycle, leveraging our extensive knowledge of product design, testing, and manufacturing to bring innovative products to market.

Non-Clinical
Our experts in non-clinical research and development possess the specialized expertise required to conduct rigorous safety and efficacy studies, ensuring the integrity and reliability of data for regulatory submissions.

Manufacturing
We understand the intricate challenges of life science manufacturing, and our team is equipped to guide process optimization, quality control, and regulatory compliance to ensure the production of high-quality products.

MedTech
As the medical device industry evolves, our team stays at the forefront of the latest advancements, helping our clients develop, implement, and maintain cutting-edge medical technologies that improve patient outcomes.

We recognize that the life science industry often requires seamless integration between various systems and technologies to maintain data continuity and ensure the flow of critical information. Our strategic and technical expertise enables us to deliver successful project outcomes by ensuring the correct data reaches the right people and systems, ultimately contributing to the overall success of our clients' initiatives.

A Year Of Achievements

2024 was a year of milestones, reflecting Astrix's relentless pursuit of excellence, innovation, and sustainability. Our commitment to doing things better—not just for today, but for the future—was recognized by some of the world's most respected institutions. These awards are more than just accolades; they are a testament to the dedication of our Team Members, the strength of our strategy and vision, as well as the impact we strive to create. From advancements in workplace well-being to breakthroughs in technology and our industry, each one of the recognitions we earned in 2024 reinforces our promise to lead with purpose and push the boundaries of what's possible within our industry.

Recognized by Our Own: Astrix's Glassdoor Rating in 2024

A company's greatest endorsement comes from within, and in 2024, our company was once again recognized by those who know it best— our Team Members. With an overall Glassdoor rating of 3.8 out of 5 stars, 84% of employees said they would recommend working at Astrix to a friend, and the company earned an impressive 4.4 out of 5 for work-life balance.

These ratings reflect Astrix's commitment to fostering a positive, supportive, and growth-oriented workplace. From career development opportunities to a culture that values well-being, our efforts to create an environment where employees can thrive, innovate, and build fulfilling careers continue to be recognized. As we look ahead, we remain dedicated to enhancing employee experience and reinforcing Astrix as a workplace of choice.

Strengthening Our Commitment to a Healthier Workplace

The Cigna Healthy Workforce Designation™ recognizes organizations that demonstrate a strong commitment to employee health and well-being by assessing their programs across key areas such as leadership support, workplace culture, policies, and engagement strategies. In 2024, Astrix was awarded the Bronze-level designation, highlighting our dedication to fostering a supportive and health-conscious work environment. This recognition reflects our company's strengths, including active leadership involvement in well-being initiatives, the availability of wellness resources, several communications methods to promote health programs, and workplace policies that contribute to a safe and healthy workspace. Achieving this milestone underscores Astrix's ongoing efforts to enhance our Team Member's well-being and build a culture that prioritizes health and vitality.

Securing the Future of Identity Security

In a digital landscape where identity security is more critical than ever, Astrix has been recognized as a trailblazer in cybersecurity at the prestigious Cyber Defense Magazine Awards. Our innovative approach to securing non-human identities—such as service accounts, API keys, and OAuth apps—has earned us three distinguished honors:

Editor's Choice Cybersecurity Startup of the Year
Best Solution for SaaS/Cloud Security
Market Leader in Third-Party Cyber Risk
While only 49% of breaches involve stolen credentials, a staggering 90% of credentials remain unprotected by traditional Identity and Access Management (IAM) solutions. The rise of non-human identities, often overlooked yet holding privileged access, has made them a prime target for cyber threats. Astrix is at the forefront of redefining identity security, delivering visibility and control over these unmonitored digital identities, ensuring that organizations can embrace automation and connectivity without compromising security. This industry recognition underscores our impact and leadership in protecting the digital ecosystem from emerging threats.

Transforming Non-Human Identity Security

In October 2024, SINET, an organization dedicated to boosting Cybersecurity innovation through collaborations between the public and private sectors, chose Astrix as one of the 16 winners from a pool of 230 applications received from 13 different countries. Astrix Security recently released a survey report conducted with Cloud Security Alliance, revealing that organizations are significantly less prepared to secure non-human (NHIs) than human identities. The survey found that one in five organizations has experienced a security incident related to NHIs, and only 15% remain confident in their ability to secure them. Astrix is designed to help enterprises address this critical security gap posed by the growing prevalence of NHIs.

Our Sustainability Approach

People
Our employees and all stakeholders are at the heart of our sustainability efforts. We prioritize social equity, human rights, and diversity, fostering thriving and resilient communities.

Planet
We are committed to preserving the environment, natural resources, and ecosystems by minimizing degradation and promoting sustainable resource management.

Principles of Governance
Responsible decision-making, risk management, transparency, accountability, and ethical conduct are foundational to our operations.

Prosperity
Our business model drives economic growth, job creation, and innovation while promoting economic resilience and reducing income inequality.

In 2024, our company has taken action to embed sustainability in the fabric of our operations through our 4P Approach—People, Planet, Prosperity, and Principles of Governance—a framework that reflects our commitment to driving long-term value and meaningful impact. This year we formalized this approach, integrating sustainability into every decision. We prioritized People by fostering a deep sense of belonging and well-being in our Team Members, with initiatives like the Grow, Perform, Succeed program and the Human Rights Directive. For the Planet, we advanced carbon accounting, set Science-Based Targets, and embraced remote operations to reduce emissions.

Our focus on Prosperity was reflected in record-breaking financial growth and the expansion of sustainable procurement, creating shared value across our contractor network. Finally, under Principles of Governance, we reinforced transparency, ethical leadership, and accountability through robust risk management, stakeholder engagement, and integrity-driven policies. This interconnected model empowers us to deliver sustainable growth while strengthening the communities and industries we serve.
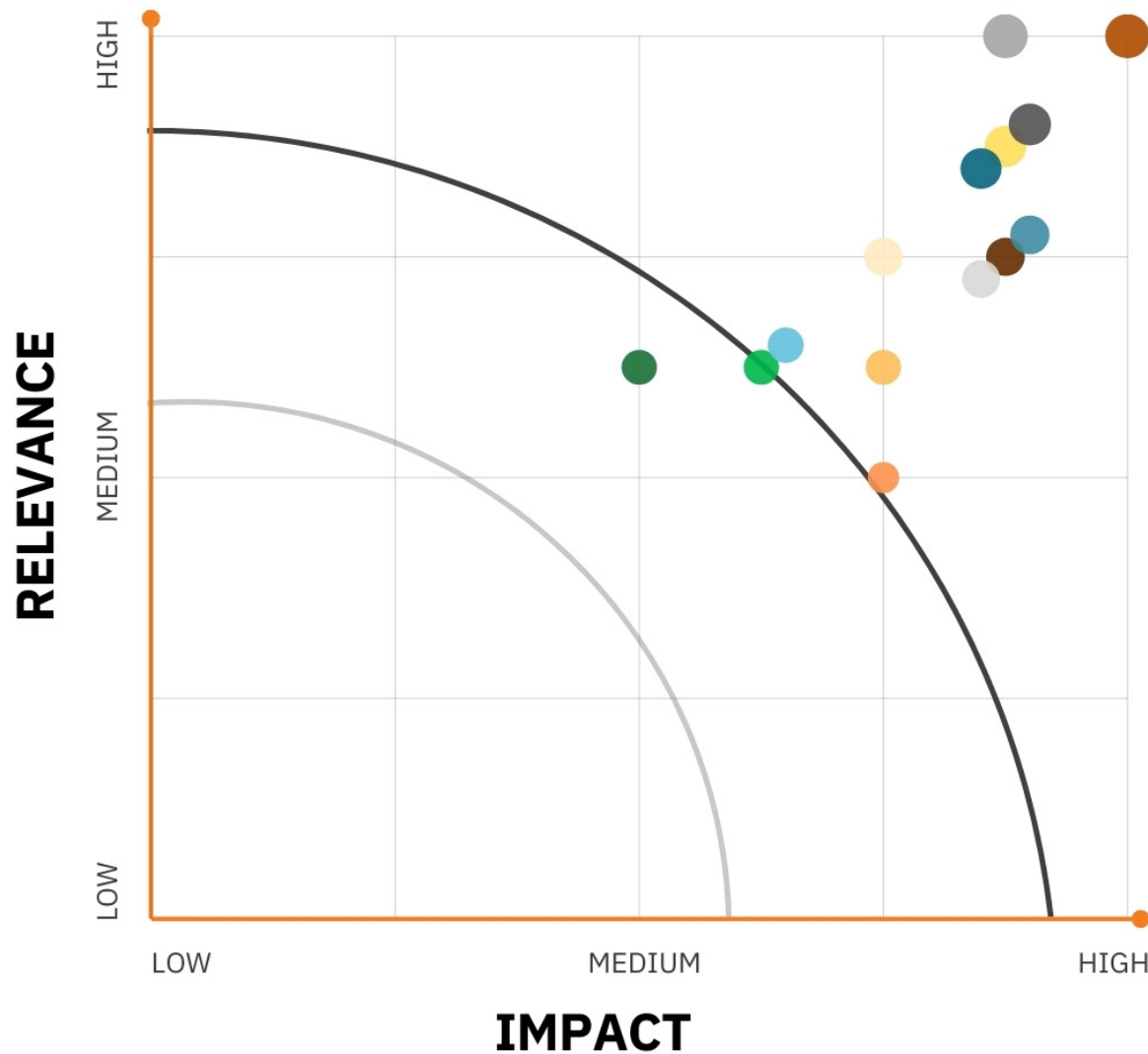
Materiality

In 2024, Astrix conducted a comprehensive materiality assessment to identify and prioritize sustainability topics most relevant to our business and stakeholders.

Through extensive stakeholder engagement, we mapped key internal stakeholders (employees and contract workers) and external stakeholders (customers, investors, and regulatory authorities) according to their influence and interest levels.

PLANET

● Carbon Neutrality and footprint management

● Environmental Awareness

PEOPLE

● DEI
● Human Capital
● Human Rights
● H&S
● Work-Life Balance
● Engagement

PROSPERITY

● Community Development
● Sustainable Procurement
● Partnerships and Relations

PRINCIPLES OF GOVERNANCE

● Privacy
● Ethics and Business Conduct
● Transparency and Accountability

Our assessment process evaluated material topics across four strategic pillars: Planet (environmental stewardship), People (social impact), Prosperity (economic growth), and Governance (ethical business practices). Each topic was analyzed against two critical dimensions: its relevance to stakeholders and its impact on business success. This dual-axis approach enabled us to identify high-priority areas requiring immediate attention and resource allocation.

The assessment revealed strong alignment between stakeholder expectations and business priorities in people-centric and governance areas. Topics such as Work-Life Balance, Engagement, and Human Rights emerged as highly material, reflecting our core business in staffing and consulting. While Environmental Awareness and Community Development were assessed as having medium-low materiality, they remain essential components of our sustainability strategy as we are committed to creating shared value and mitigating environmental impact where possible. Our materiality assessment reflects this commitment, weighing stakeholder input alongside business impact to create a balanced framework for sustainable growth.

This materiality assessment now guides our sustainability initiatives, resource allocation, and strategic planning for 2024 and beyond.

Stakeholder Engagement

At Astrix, stakeholder engagement is integral to our sustainable business strategy. Through systematic mapping and interactions via focus groups and interviews, we cultivate meaningful dialogue with our diverse stakeholder community. In 2024, we engaged with stakeholders across multiple levels of influence, from employees and contractors to external assessment organizations and customers. This inclusive approach ensures that their insights shape our sustainability initiatives and business decisions.

INTERNAL STAKEHOLDERS

EXTERNAL STAKEHOLDERS

- EMPLOYEES
- PART-TIME EMPLOYEES
- INTERNAL CONSULTANTS

- CONTRACT WORKERS & FREELANCERS
- COMPETITORS IN STAFFING & CONSULTING
- REGULATORY & LABOUR AUTHORITIES
- INVESTORS & SHAREHOLDERS
- SUPPLY CHAIN
- CUSTOMERS
- ACADEMIA
- INDUSTRY ASSOCIATIONS
- NPOs WITH SPECIFIC INTERESTS
- VENTURE CAPITAL & PRIVATE EQUITY FIRMS

astrix
TECHNOLOGY GROUP

POWER LEVEL LOW   POWER LEVEL MEDIUM   POWER LEVEL HIGH

Inclusive Workplace

Foster belonging through transparent pay equity, standardized career paths, and fair access to development opportunities, while monitoring diversity metrics.

Human Rights & Labor Standards

Implement proactive human rights due diligence through impact assessments and grievance mechanisms that exceed ILO standards.

People-Centered Culture

Build stakeholder trust through flexible work policies, engagement practices, and transparent communication channels prioritizing employee wellbeing.

PEOPLE

OUR SUSTAINABILITY COMMITMENTS

11

Astrix's employees have worked together to develop the business to meet the needs of clients, employees, and communities when it matters most. The organization's main focuses, both within the industry and in the broader society, are enabling people to reach their personal and shared goals, fostering inclusion, opportunity, health, and well-being, and transforming what is achievable through collaborations and shared solutions. By welcoming change, we allow our employees to reach their full capabilities.
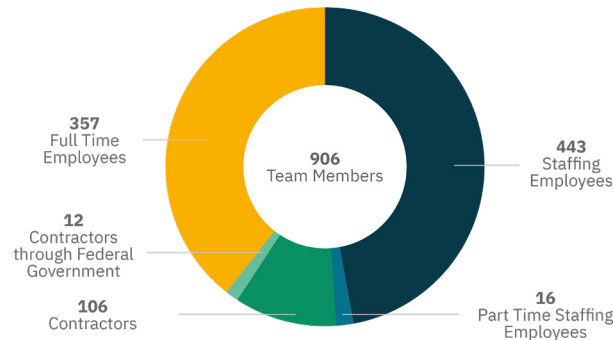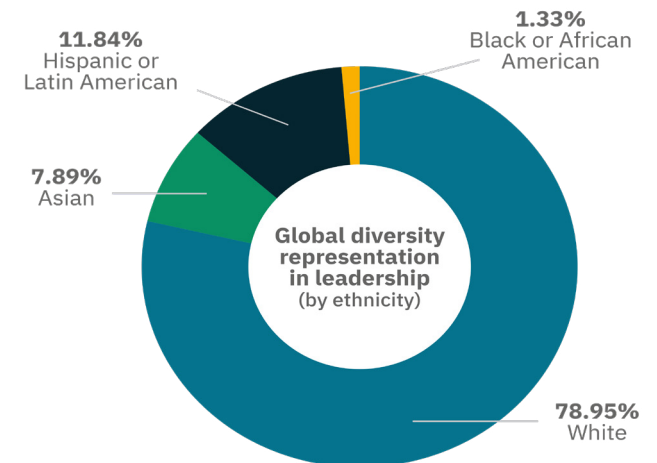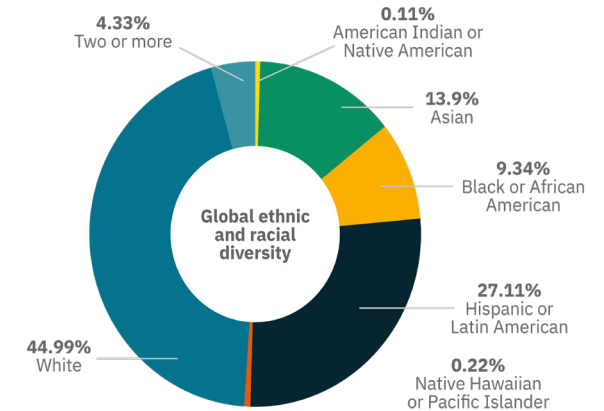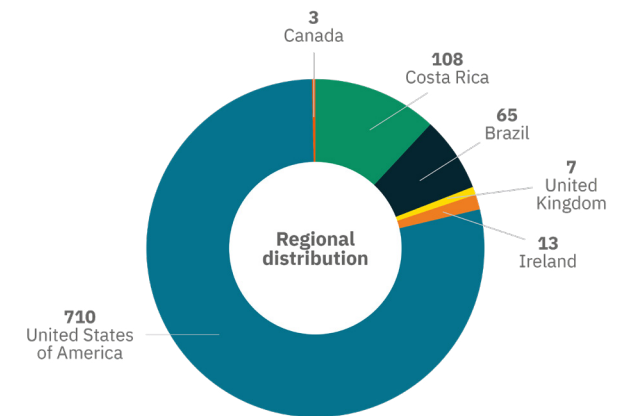

Our Team

Our worldwide customers cover a wide range of industries. Their constantly changing problems and possible results require us to push ourselves continuously. Our Team Members can reach their full potential when encouraged to develop their distinctive strengths and share them in a collaborative, open, and motivating work environment that fosters career advancement.

At Astrix, we believe our greatest strength is our people. Their unique talents, innovative mindsets, and dedicated spirits form the foundation of our success. By prioritizing social sustainability and our employees' well-being in everything we do, we're not just building a business—we're fostering a community where every individual's growth and potential drives our collective progress into the future.

Our people by the numbers:

- **357** Full Time Employees
- **12** Contractors through Federal Government
- **106** Contractors
- **906** Team Members
- **443** Staffing Employees
- **16** Part Time Staffing Employees

Our most prominent regional workforce is in North America with the United States accounting for 78.36% and Canada contributing 0.33%. Latin America, including Costa Rica accounts for 11.92% while Brazil with 7.17% continues to grow steadily. Europe represents a smaller proportion, led by the UK and Ireland at 0.77% and 1.43%, respectively. Europe, however, is growing our business, and our demographics will continue to change in the coming years.

Regional distribution

- **3** Canada
- **108** Costa Rica
- **65** Brazil
- **7** United Kingdom
- **13** Ireland
- **710** United States of America

Global ethnic and racial diversity

- **4.33%** Two or more
- **0.11%** American Indian or Native American
- **13.9%** Asian
- **9.34%** Black or African American
- **27.11%** Hispanic or Latin American
- **0.22%** Native Hawaiian or Pacific Islander
- **44.99%** White

Global diversity representation in leadership (by ethnicity)

- **11.84%** Hispanic or Latin American
- **1.33%** Black or African American
- **7.89%** Asian
- **78.95%** White

Women represent 49.21% of our global workforce, and 34.77% of leadership roles are held by women. Regarding ethnic and racial diversity, 55.75% of U.S.-based employees identify as a race other than white, and 21.33% of leadership positions are held by individuals from ethnically and racially diverse backgrounds.
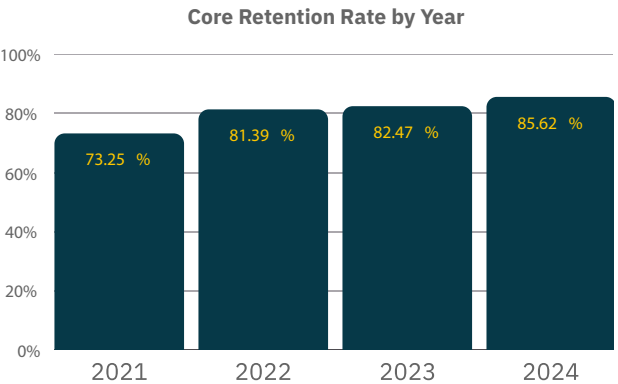
The average age of our employees varies by region. While average tenure ranges from 2 to 3.8 years due to our recent accelerated growth—with two-thirds of our workforce joining since 2020—our consistently high retention rates tell the real story. People who work at Astrix stay at Astrix, speaking volumes about our working conditions, culture, and environment.

This growth reflects our 30-year legacy of excellence since Astrix was founded in 1995, demonstrating our ability to maintain outstanding retention rates and turnover consistently below 4% for 25 years. Even as we've tripled our employee base in the last five years our retention rates remain low.

Core Retention Rate by Year

Year	Rate
2021	73.25 %
2022	81.39 %
2023	82.47 %
2024	85.62 %

Average Age and Tenure by Country in Years

Legend: Age ■ (dark) Tenure ■ (yellow)

Country	Age	Tenure
Costa Rica	29.6	2.7
Brazil	33.3	3.3
UK	43.9	2.6
Ireland	46.9	3.8
USA	35.5	3.2
Canada	43.3	2

As we move forward, our commitment to inclusion remains central to our people strategy, allowing us to better represent the diverse communities we serve. This diversity strengthens our ability to innovate in the scientific field, bringing varied perspectives that enhance the global impact of our work. Through our people, we embody the principle that science benefits all, creating solutions that address the needs of diverse populations while fostering a workplace that thrives on talent, collaboration, and innovation.

Our company has successfully grown its workforce through strategic internal advancements and external hiring, creating a foundation of exceptional talent across all regions and business areas.

Unlocking Potential In Our Teams

Managers at Astrix have the most significant influence on our organization. They interact directly with most of our employees, which enables them to boost productivity and cultivate a constructive work atmosphere. Effective supervisors engage in regular discussions with employees and clients, demonstrating care for their team members, providing clear communication and direction, and connecting them to resources that support their success.

We offer managers training, resources, and support from other managers. We have learning programs for people at different skill levels. We provide webinars and toolkits on career development, compensation, and difficult workplace discussions. We've discovered that employees whose supervisors make an effort to learn are twice as likely to be active learners themselves, which leads to greater participation and talent retention.

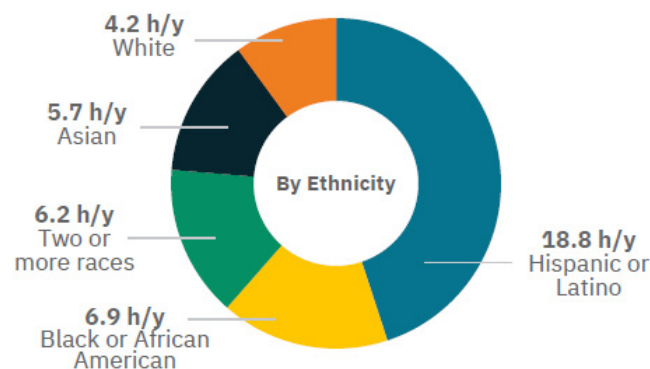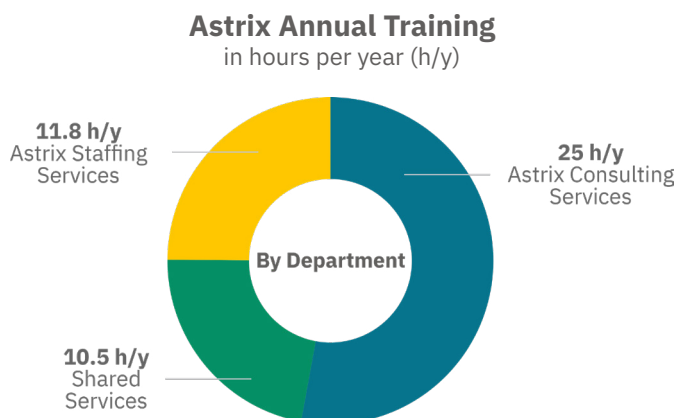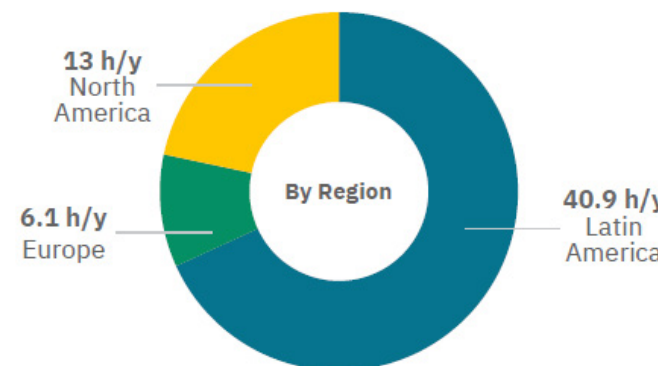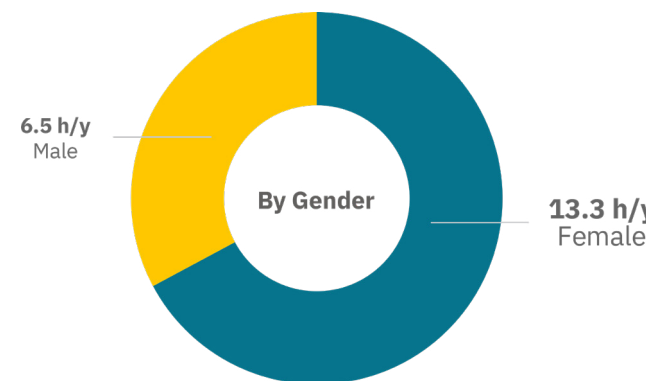### Empowering Growth Through Learning

At Astrix, we believe continuous learning is the foundation of professional success. On average, each Team Member completes 15 hours of training per year (h/y), engaging in programs designed to enhance skills, boost productivity, and support career development. From entry-level training and lunch & learn sessions to wellness programs and ESL support for international

employees, our initiatives cater to a wide range of learning needs.

Training participation varies across departments, regions, and demographics, reflecting our commitment to inclusivity and tailored development. Employees in consulting services dedicate the most hours to training, while those in Latin America lead participation by region. Additionally, our learning culture is embraced across genders and ethnicities, ensuring that everyone has access to growth opportunities.

To measure impact, we focus on training effectiveness based on speed to productivity, ensuring that new skills translate into tangible results. We also invest in learning platforms and business budgets that enable Team Members to pursue specialized training and certifications.

Beyond structured training, all employees participate in our annual performance development program, where they set goals, assess skills, and map out their professional growth. Our commitment to learning fuels innovation, strengthens our workforce, and ensures that Astrix remains a dynamic and forward-thinking organization.

By Gender

6.5 h/y Male

13.3 h/y Female

By Region

13 h/y North America

6.1 h/y Europe

40.9 h/y Latin America

Astrix Annual Training
in hours per year (h/y)

By Department

11.8 h/y Astrix Staffing Services

25 h/y Astrix Consulting Services

10.5 h/y Shared Services

By Ethnicity

4.2 h/y White

5.7 h/y Asian

6.2 h/y Two or more races

6.9 h/y Black or African American

18.8 h/y Hispanic or Latino

Our Commitment to Pay Equity

Ensuring fair and equal compensation is essential for attracting, retaining, and motivating the talented and diverse employees who are vital to our company's success. Astrix managers worldwide are responsible for guaranteeing equitable compensation, and they receive clear guidelines for pay decisions based on measurable factors such as skills, job level, performance, location, and experience. Additionally, Astrix conducts an annual merit review process and follows a pay-for-performance approach to recognize and reward contributions effectively.

Closing the Gender Pay Gap

Astrix is making strong strides toward gender pay equity. Women in leadership earn $0.93 and the base workforce $0.90 for every dollar men make. Middle management stands at $0.85, with an overall average of $0.88.

Our action plan—focused on leadership development, fair promotions, and regular pay reviews—is rapidly closing these gaps. We're committed to full pay equality by 2030, backed by transparent reporting. At Astrix, **49.21%** of our team and **34.77%** of our leaders are **women**. We believe fair pay fuels innovation and sets new industry standards.
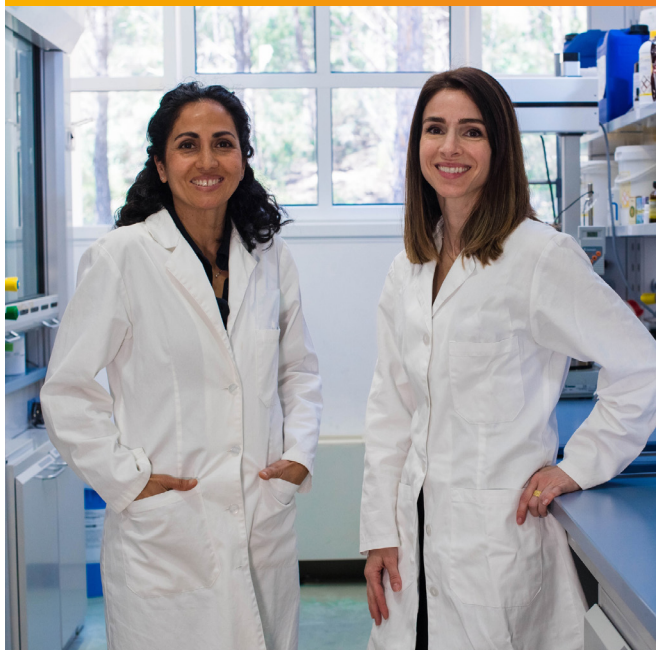
Employee Engagement

We strive to support our employees' overall well-being. When evaluating their well-being, we consider their mental, physical, financial, and social health. We aim to provide employees with the resources, stability, and self-assurance they need to care for themselves in all aspects of their lives.

Facilitating our Team Members' pursuit of well-being

During 2024, Astrix continued investing in its employees through training, career development programs, and well-being initiatives. The introduction of the Grow, Perform, Succeed (GPS) program transformed career development by setting role-specific targets, fostering development conversations, and tracking progress.

Astrix launched Overalls LifeConcierge to support employee well-being, offering assistance with personal tasks, life management, and work-life balance. This service ensures employees can focus on personal and professional growth while feeling supported daily.

In 2024, Astrix launched a dedicated Wellness Committee to strengthen our commitment to employee wellbeing through targeted social engagement initiatives. The committee, comprised of representatives across departments, evaluates and votes on wellness proposals to enhance workplace connection and support.

At the heart of our wellness strategy is the Wellness Hub, a dedicated space where employees gather monthly to create meaningful connections around various wellness topics. Our monthly employee newsletter, established in 2022, continues to serve as a central communication channel for wellness activities.

Looking ahead to 2025, we are implementing several enhancements, including our innovative "Breakthrough" program featuring structured micro breaks throughout the workday, and a new subscription system allowing employees to receive automatic calendar invites for wellness events—significantly streamlining participation and boosting engagement rates across the organization.

Throughout 2024, we provided a series of engaging and informative wellness events designed to support the physical, emotional, and financial well-being of our team. These events focused on practical tools, expert guidance, and community connection to help employees prioritize their health in all areas of life.

The company also hosted wellness events and provided training such as "The 7 Habits of Highly Effective People" reinforcing personal and professional effectiveness.

Our company culture emphasizes including everyone and their suggestions. We prioritize community and teamwork, as our business performance relies on our organizational culture.

Wellness Participation Metrics 2024		
Average of 21 participants per session	144 individuals attended at least one session	11 wellness courses offered

Wellness Content Breakdown		
3 Financial Health	3 General Health	3 Stress Management
1 Physical Fitness	1 Nutrition-Based Workshop	

Succession, Mobility and Performance

At Astrix, talent development, career mobility, and performance-driven growth are fundamental to our long-term success. In 2024, we strengthened our approach to performance management with the Growth and Performance System (GPS), a streamlined, goal-oriented framework that fosters continuous improvement and accountability.

The process begins with our Career Progression Capability Maps, which provide employees with a clear roadmap for growth and skill development. GPS replaces traditional competency-based reviews with clear, measurable progress assessments, ensuring that career advancement is based on performance and impact rather than rigid checklists. Employees follow one of two cycles: an annual review for shared service employees or an anniversary-based review for Consulting and Staffing teams, aligning evaluations with different work structures.

Grow, Perform, Succeed (GPS)

Annual

Track
Q4 2024

Track
Track progress to goals.
Yearly Reflection.

Talk
Q2-Q3 2024

Talk
The manager drives the employee's understanding of their goals.
How are they going to accomplish the goal?

Target
Q1 2024

Target
Set performance goal.
Set developmental goal.

Employees follow one of two cycles: an annual review for shared service employees or an anniversary-based review for Consulting and Staffing teams, aligning evaluations with different work structures.

Each cycle follows a structured process:
- Target (Goal Setting) – Employees and managers define performance and development goals.
- Talk (Check-In Discussion) – A mid-cycle conversation to assess progress and refine strategies.
- Track (Final Review & Reflection) – A structured evaluation of accomplishments and areas for growth.

Grow, Perform, Succeed (GPS)

Track
Track progress to goals. Yearly Reflection.

Track
Anniversary

Anniversary

Talk
The manager drives the employee's understanding of their goals. How are they going to accomplish the goal?

Talk
2nd Discussion

Target
Set performance goal. Set developmental goal.

Target
1st Discussion

In 2024, 66.5% of female employees and 63% of male employees completed their performance reviews, demonstrating our company's commitment to equitable talent evaluation and development. With transparent criteria ranging from "Exceeds Target" for top performers to "Off Target" for those needing support, GPS ensures fairness, accountability, and continuous development.

Astrix also, provides a dedicated HR "Career Concierge" who helps employees explore internal opportunities, prepare for interviews, and navigate potential career paths within the company.

Beyond formal reviews, we encourage ongoing dialogue between employees and managers, reinforcing a culture where talent thrives and career growth is intentional. By aligning performance with purpose, our company ensures that our Team Members remains agile, engaged, and prepared for the future.

Succession Planning for Business Continuity

As part of our business continuity strategy, we conduct comprehensive succession planning for Director-level positions and above. This strategic process identifies potential successors across three readiness tiers:

1. Emergency Successors: Individuals who could step into the role immediately if needed.
2. Ready Now Candidates: Fully prepared internal or external candidates who are qualified to assume the position.
3. Future Potentials (1-3 Years): Team members with high potential who, with targeted development, will be ready within 1-3 years.

This structured approach ensures leadership continuity while highlighting specific development needs for promising talent.

In 2024 we had 81 internal promotions

Our Deep Sense of Belonging

We believe that diversity, equity, and inclusion (DEI) are essential for fostering a thriving and innovative workplace. We are dedicated to cultivating an environment where each individual feels valued, respected, and empowered to contribute to our collective success.

We define diversity as embracing differences and similarities across race, gender, age, ethnicity, sexual orientation, disability, religion, and thought. Equity ensures fair access, opportunities, and advancement for all, while inclusion focuses on treating everyone with respect and giving them the tools to succeed. At Astrix, we also emphasize belonging, fostering a culture where employees feel welcomed, accepted, and appreciated.

Our approach to Diversity, Equity, and Inclusion (DEI)

- **Recruitment and Advancement:** We attract talent from diverse backgrounds and ensure that hiring, promotions, and professional development are based on merit and alignment with our values.

- **Policy Review and Equity Assessment:** We regularly evaluate and update our policies, practices, and processes to maintain fairness and remove barriers to growth.

- **Open Communication Channels:** We actively listen to employees' feedback through surveys, listening tours, and HR consultations to continuously improve our DEI efforts.

Comprehensive Employee Benefits

The company's compensation plan aims to attract and retain skilled workers by recognizing their contributions to the organization's success and motivating them to achieve their full capabilities.

We strive to create a dynamic, high-performing work environment in which our team members are rewarded for their contributions to the company, their teams, and their accomplishments. To remain competitive, we ensure we hire Team members at or above minimum wage requirements. Employee pay is determined through an annual merit review and a pay-for-performance model. Salaries and bonuses are adjusted based on individual contributions, achievements, and company goals, ensuring fair and competitive compensation that rewards performance and excellence.

Astrix provides a range of employee benefits designed to support its staff's well-being, work-life balance, and professional responsibilities. The key benefits include:

Vacation / Paid Time Off (PTO): Employees may use accrued PTO for bereavement or personal needs, promoting work-life balance.

Family and Medical Leave Act (FMLA): Provides up to 12 weeks of unpaid, job-protected leave for family/medical reasons or up to 26 weeks for military caregiving, ensuring employees are protected from discrimination.

Bereavement Leave: Offers two paid days for the death of an immediate family member, extendable with PTO. Documentation must be provided within 30 days of the request.

Military Leave: Ensures job security for employees fulfilling military obligations or supporting family members in service.

Disability Insurance: Short-term (STD) and long-term (LTD) plans support employees during health-related absences without requiring PTO exhaustion.

Religious and Medical Accommodation: Adjustments to schedules or leave are provided to accommodate religious practices or medical needs.

Insurance Coverage

Astrix shows its commitment to employee wellbeing through comprehensive insurance coverage that protects both health and financial security. Our health insurance program includes affordable Minimum Essential Coverage (MEC) and ACA-compliant options with employer contributions. In addition, we provide dental and vision coverage, ensuring complete healthcare support. We also secure employees' financial futures with life insurance and disability coverage, offering both short-term and long-term disability insurance to protect income during unexpected life events. Our 401(k) retirement plan features employer matching to help employees meet their long-term savings goals.

For locations with 10+ employees, we leverage broker competition to secure optimal pricing on comprehensive benefit plans. In smaller locations, we provide stipends that empower team members to select healthcare options that best meet their individual needs.

Safety First

We believe that every employee deserves a secure and supportive work environment, which is why we go beyond compliance to foster a culture of protection and preparedness. We meet and exceed Occupational Safety and Health Administration (OSHA) regulations, ensuring that our workplace adheres to the highest safety standards.

Our Total Recordable Incident Rate (TRIR) stands at 13, reflecting the number of workplace incidents per standardized hours worked. Meanwhile, our Lost Time Injury Frequency Rate (LTIFR), which measures the impact of workplace injuries in terms of lost work hours, is 189.52 hours. These metrics help us continuously assess and improve our safety performance, reinforcing our commitment to reducing risks and preventing workplace injuries.

At Astrix, safety is more than just a policy—it's a shared responsibility. Our comprehensive Safety Policy sets clear guidelines for maintaining a risk-free environment, encourages proactive hazard reporting, and reinforces our collective duty to keep each other safe. We believe that a safe workplace is a productive workplace, and we remain dedicated to ensuring that every employee feels secure, valued, and empowered to perform at their best.

Our Human Rights Approach

In 2024, Astrix decisively advanced its commitment to human rights by launching the Human Rights Directive. This directive serves as a comprehensive framework for identifying, preventing, mitigating, and monitoring human rights risks across Astrix's global operations while ensuring effective grievance mechanisms are in place.

The directive reflects Astrix's responsibility to respect and uphold human and labor rights, aligning with international standards such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. While governments are primarily responsible for protecting human rights, Astrix recognizes its role in ensuring that its activities do no harm.

Stakeholder engagement is a vital part of this strategy. Astrix fosters open communication with communities, governments, and human rights organizations to address concerns and promote solutions collaboratively. The directive also emphasizes training and awareness, ensuring employees and stakeholders receive practical education on human rights, supported by case studies to deepen understanding of real-world risks. These principles are woven into Astrix's broader Code of Ethics and Business Conduct.

We condemn and reject human slavery

At Astrix, every individual is treated with the utmost importance and respect. Regardless of where we conduct our business, we always adhere to the highest standards of human and labor rights. We have produced a statement on Human Rights to enhance communication about core principles in the workplace.

Astrix and its businesses do not operate in industries where modern slavery is prevalent. However, we are committed to taking measures to identify any potential concerns within our supply chain. We are committed to reduce the risk of modern slavery and human trafficking, and we encourage the reporting of relevant issues.

In 2024, Astrix decisively advanced its commitment to human rights by launching the Human Rights Directive. This directive serves as a comprehensive framework for identifying, preventing, mitigating, and monitoring human rights risks across Astrix's global operations while ensuring effective grievance mechanisms are in place.

The directive reflects Astrix's responsibility to respect and uphold human and labor rights, aligning with international standards such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. While governments are primarily responsible for protecting human rights, Astrix recognizes its role in ensuring that its activities do no harm.

Stakeholder engagement is a vital part of this strategy. Astrix fosters open communication with communities, governments, and human rights organizations to address concerns and promote solutions collaboratively. The directive also emphasizes training and awareness, ensuring employees and stakeholders receive practical education on human rights, supported by case studies to deepen understanding of real-world risks. These principles are woven into Astrix's broader Code of Ethics and Business Conduct.

To address grievances effectively, Astrix has established accessible reporting mechanisms, including a monitored, confidential toll-free hotline. All complaints are treated with seriousness and confidentiality, with a zero-tolerance policy for retaliation against whistleblowers.

By integrating these robust policies, Astrix takes meaningful steps to mitigate human rights risks while ensuring its operations positively impact all stakeholders. This directive marks a significant milestone in Astrix's journey toward ethical business practices and sustainable global leadership.

Carbon Neutrality

Set and validate Science-Based Targets (SBTs) by 2025 while measuring organizational carbon footprint using SBT-approved GHG.

Compliance and Transparency

Implement comprehensive environmental performance reporting through SBT, CDP, and GRI frameworks with annual disclosure cycles.

Awareness

Strengthen internal environmental awareness and stakeholder communication programs.

PLANET

OUR SUSTAINABILITY COMMITMENTS

We are dedicated to limiting the global temperature rise to 1.5°C, supporting our clients with practical strategies to adapt and transition toward a low-carbon, resilient economy. By empowering our Team Members and leveraging our expertise, we actively reduce physical risks from extreme weather and drive progress toward a sustainable future.

With over 80% of our workforce operating remotely, Astrix minimizes its environmental footprint while amplifying its positive impact on global sustainability efforts. Environmental stewardship is not just a responsibility but a core element of our business strategy, enabling us to support customers on their sustainability journeys and position ourselves as a trusted partner in achieving shared environmental goals.

Sustainable Operations

Astrix's operational model, with most of our team working remotely, significantly reduces environmental impact by lowering commuting emissions and office energy consumption. Building on this foundation, we implement strategic initiatives focused on energy efficiency, waste reduction, and resource optimization. Our digital-first approach minimizes paper usage and physical waste, while smart technology integration enhances resource management.

We also take a comprehensive view of our environmental impact, accounting for distributed emissions such as home office energy use and digital infrastructure. This holistic approach ensures we address all relevant environmental factors, reinforcing our commitment to sustainability across all operations.

Managing Carbon Emissions

In 2024, we began an ambitious journey to understand and manage our carbon footprint, leveraging innovative approaches to carbon accounting tailored for a predominantly remote workforce. Our methodology adheres to the GHG Protocol, incorporating sophisticated estimations for remote work emissions while upholding rigorous scientific standards.

Our carbon accounting initiative for 2024 will establish our baseline emissions across all scopes, including the complex task of measuring emissions from our remote operations. This comprehensive assessment will inform our science-based targets and shape our reduction strategies.

Timeline

Commited to developing our Science-Based Targets approach, defining scope coverage and specific reduction targets.

Conducted a thorough Carbon Accounting assessment process following GHG protocol guidelines and determined Astrix footprint baseline.

Net-Zero Certified

| **2023** | **2024** | **2025** | **2026** | **2040** |

Science Based Targets initiative (SBTi) submitted, followed by a thorough review process extending through December 2025.

SBTi approved

This methodical approach ensures our environmental commitments are both ambitious and achievable.

Carbon Accounting Methodology and Emissions Data Analysis

The carbon accounting process for Astrix followed a comprehensive methodology aligned with the GHG Protocol Corporate Standard, ensuring accurate representation of the company's environmental impact.

- **Organizational Boundaries**

The emissions inventory was compiled using the Operational Control consolidation approach, including all facilities where Astrix has full authority to implement operating policies between January 1st and December 31st 2024.

- **Operational Boundaries**

Scope 1: Direct Emissions

Direct emissions from company-owned or controlled sources. After assessment, we determined stationary combustion sources were not material to Astrix's GHG inventory and were excluded.

Scope 2: Indirect Energy Emissions

Emissions from purchased electricity used in Astrix facilities. We included emissions from offices with operational control (San Jose, Costa Rica and New Jersey, US) while excluding locations without operational control or active operations.

Scope 3: Other Indirect Emissions

As a services company, Astrix focuses our emissions reporting on what matters most for our business:

- We include only upstream Scope 3 emissions across 4 key categories.

- We exclude downstream emissions since our professional services don't create significant environmental impacts through manufacturing or product lifecycle.

- Our remote-first work model means we have a minimal footprint from physical facilities.

We've streamlined our reporting by excluding activities with negligible impact: fuel and energy-related activities, transportation and distribution, waste generation, and leased assets.

Data Quality and Calculation Methodologies

The analysis used standardized emission factors from trusted sources including DEFRA, EPA, IEA, and ECOMETRICA, applied to both primary data (invoices, expenditure reports) and secondary data where direct measurements weren't available.

Astrix's GHG inventory follows the internationally recognized WBCSD/WRI GHG Protocol Corporate Standard Methodology, ensuring alignment with global best practices for emissions calculation and reporting. The inventory process integrates established internal data collection procedures and quality control measures to maintain data integrity. All calculations and methodologies adhere to the GHG Protocol's core principles of relevance, completeness, consistency, transparency, and accuracy.

This accounting provides Astrix with clear visibility into its carbon footprint and establishes a robust baseline for future sustainability initiatives while adhering to recognized global standards.

Astrix GHGe Accounting

CY24 Emissions

EMISSIONST	OTAL (mt CO2e)
Scope 10	
Scope 2 (lb) - Offices	5
Scope 2 (mb) - Offices	0
Scope 3	722
TOTAL GHG emissions	726

Emissions Intensity metrics:

1) Astrix Carbon Footprint/Revenue: **0.000005132 (mt CO2e/USD)**

2) Astrix Carbon Footprint/No. Employees: **5.08 (mt CO2e/employee)**

Astrix's carbon footprint analysis reveals a modest environmental impact: 0 metric tons CO_2e in Scope 1, 5 metric tons CO_2e in Scope 2, and 722 metric tons CO_2e in Scope 3. While our operational emissions are already remarkably low, we recognize that every contribution to climate action matters—no footprint is too small to address.

Though most of our emissions stem from Scope 3 sources (supply chain and indirect activities), we are committed to comprehensive climate action across all areas of influence. Our net-zero journey will involve meaningful partnerships with suppliers to systematically reduce upstream emissions, while simultaneously implementing carbon offsetting initiatives to neutralize our direct operational impact.

This dual approach reflects our deep conviction that environmental responsibility isn't measured by the size of one's footprint, but by the authenticity of one's commitment to positive change. At Astrix, we believe that our leadership in sustainability, even with our minimal direct emissions, can inspire broader transformation throughout our industry and beyond.

Our Journey to Net-Zero

Reducing our Environmental Footprint

Our strategy to reduce environmental impact leverages our unique operational model by optimizing digital infrastructure, promoting sustainable practices among our remote workforce, and adopting resource-efficient solutions in physical locations. We tailor our efforts to the needs of our distributed operations, ensuring a reduced environmental footprint and a strong commitment to sustainability.

Supporting Customers in Climate Solutions

A key part of our environmental commitment is enabling sustainability for our customers. As organizations prioritize net-zero emissions, we position ourselves as a trusted partner, sharing insights and best practices from our journey toward net-zero and leveraging our expertise in managing environmental impacts across distributed operations.

We are committed to creating solutions and services that empower customers in reaching their sustainability objectives, leveraging our expertise in remote operations and digital transformation.

Looking Forward

Our dedication to transparency and scientific integrity guides our environmental progress. Conducting our greenhouse gas (GHG) assessment by early 2025 will lay a strong groundwork for science-based targets and efficient reduction strategies. As a primarily remote organization, we adopt creative methods for sustainability and support our customers in reaching their environmental objectives.

Achieving net-zero emissions requires collaboration and sustained effort across our entire value chain. By combining a comprehensive approach to environmental stewardship with our operational model and dedication to customer support, we are building a resilient and responsible business that delivers lasting value for all stakeholders.

Our journey toward environmental excellence is ongoing. We remain dedicated to regular evaluations, clear reporting, and ongoing enhancements in sustainability performance. By utilizing our operational model and technological know-how, we strive to foster significant environmental improvement within and in collaboration with our customers.

Transparency

Establish clear governance frameworks and produce comprehensive sustainability reports with stakeholder engagement, external assessments, and regular materiality reviews.

Accountability

Implement robust internal controls and monitoring systems that ensure ethical performance, data privacy, and sustainable business practices across all organizational levels.

Compliance & Risk Management

Enforce comprehensive policies and procedures that protect stakeholder interests, ensure regulatory compliance, and integrate sustainability into risk management and decision-making processes.

PRINCIPLES OF GOVERNANCE

OUR SUSTAINABILITY COMMITMENTS

27

At the core of Astrix is a commitment to ethical leadership, transparency, and accountability that guides every aspect of its operations. Astrix recognizes that good governance is not merely a regulatory requirement, but a crucial driver for creating long-term value and building stakeholder trust.

The company's governance framework is shaped by a mix of ethical principles, strong policies, and a leadership culture that prioritizes integrity and accountable decision-making. This foundation ensures that Astrix remains dedicated to its mission of transforming science-based businesses while upholding the highest standards of corporate responsibility.

Astrix's Foundation of Governance

Astrix's governance approach flows from its 4 Principles of Sustainability: People, Planet, Principles of Governance and Prosperity. These principles blueprint how Astrix operates, delivers value, and interacts with its stakeholders. For our company, Governance is the cornerstone of sustainability, providing the framework for ethical conduct, operational efficiency, and transparent decision-making.

It ensures that all employees, from leadership to the front lines, operate with integrity and comply with the laws of every region where Astrix does business. Alongside this foundation, Astrix believes that a company's success lies in empowering its people, preserving the environment, and contributing to the prosperity of communities.

A Robust Governance Framework as a Path to Sustainable Success

Astrix's governance framework integrates strategic foresight with strong oversight, ensuring ethical leadership and long-term value creation. Led by an experienced Board of Directors, the framework benefits from a wide range of perspectives that enhance decision-making and corporate performance.

Independence is a key feature of the Board, allowing directors to act objectively, challenge management constructively, and hold leadership accountable. Beyond oversight, the Board plays a crucial role in shaping Astrix's long-term strategy, ensuring alignment with the company's core values in an evolving business landscape.

A key component of Astrix's governance is its Sustainability Committee, which convenes quarterly to oversee sustainability initiatives, assess risks, and explore opportunities for responsible growth. By merging strong governance with a culture of integrity, accountability, and ethical excellence, Astrix fosters trust among its clients, employees, and communities. Governance at Astrix is more than compliance—it is a strategic driver that propels the company forward, ensuring sustainable success for future generations.

The executive leadership team manages daily operations under the governance principles set by the board. Guided by a "tone at the top" philosophy, they promote ethical behavior and responsible decision-making. Together, the board and leadership team translate governance into actionable policies, compliance measures, and a culture of integrity throughout Astrix.

Board Oversight and Structure

- Astrix's Board of Directors consists of 8 members with diverse expertise, including 3 representatives from our owner Quad C, the CEO, and 3 independent members, with gender diversity represented by one female board member.

- Board nominations and selections are thoughtfully guided by Quad C's established governance frameworks, ensuring appropriate expertise and stakeholder representation.

- Our governance structure maintains balanced responsibility among all board members, with Quad C representatives exercising voting rights to ensure strategic alignment.

- The Board meets quarterly with a clear communication channel established through the executive team, enabling timely discussion of important organizational matters.

- Astrix demonstrates commitment to sustainability through a dedicated sustainability committee led by key executives (CEO, CFO, CHRO, and Head of Sustainability) with direct board oversight.

- Executive compensation is reviewed annually following financial audits, ensuring alignment between leadership performance and company objectives.

- We strive to maintain a Board that represents the broader community. Consequently, during its annual review of Board composition and recruitment process, our Board takes into account the gender, race, ethnicity, and culture of each potential director candidate.

Board Diversity Statistics

Board Members   Women Members   Independent Members

Ethics and Integrity at the Core of Governance

At Astrix, ethics and integrity are more than just principles—they are the foundation of our governance strategy. We believe that trust is earned through transparency, responsible decision-making, and an unwavering commitment to ethical business practices. Our governance framework is designed to ensure that every action we take aligns with our values, fostering an environment where integrity thrives. Employees at all levels are empowered to uphold these standards, ensuring that our operations remain principled and accountable.

Astrix has a zero-tolerance policy for bribery and corruption. We prohibit any form of bribe, facilitation payment, or unethical inducement, regardless of location or circumstances. Our anti-corruption measures extend beyond compliance with international laws; they are deeply embedded in our culture, guiding our interactions with stakeholders, customers, and business partners. Employees and third parties acting on our behalf must adhere to these standards, ensuring that ethical conduct remains non-negotiable.

To further reinforce our commitment, Astrix has implemented an Ethics Hotline—a confidential channel for employees and stakeholders to report concerns without fear of retaliation. This initiative fosters a culture of accountability, where unethical behavior is not just discouraged but actively prevented.

Our Code of Ethics and Business Conduct

At the heart of Astrix's ethical governance lies our Code of Ethics and Business Conduct, a guiding document that establishes the principles and standards every team member is expected to uphold. The Code ensures that ethics, integrity, and accountability are not just policies, but daily practices embedded in our workplace culture.

This comprehensive framework provides clear guidance on navigating ethical dilemmas, complying with relevant laws and regulations, and making decisions that align with Astrix's values. Whether interacting with colleagues, engaging with suppliers, or serving customers, employees are encouraged to act with honesty, respect, and fairness.

The Code also addresses common ethical challenges, such as conflicts of interest and anti-bribery enforcement. By offering practical solutions, it empowers employees to handle complex situations with confidence. Ultimately, the Code of Ethics and Business Conduct reflects our unwavering commitment to earning and maintaining trust—both within our organization and in the broader community.

The Role of Leadership in Promoting Governance

Astrix's leadership plays a crucial role in fostering an ethical and transparent corporate culture. Senior management sets the tone by embodying our governance principles and reinforcing the importance of trust, accountability, and collaboration.

Leaders prioritize risk management, proactively addressing potential challenges to ensure operational resilience and long-term sustainability.

Through an open-door policy, Astrix's leadership encourages employees to share ideas, raise concerns, and provide feedback, fostering an inclusive and engaged workforce. This approach ensures that governance is not a top-down directive, but a collective responsibility shared across all levels of the organization.

Moreover, governance at Astrix is aligned with our sustainability goals. By leveraging digital transformation, remote work, and environmentally responsible partnerships, leadership integrates ethical business practices with our broader

Building Trust Through Transparency

Transparency is fundamental to Astrix's governance philosophy. We uphold open and honest communication across all levels of the organization, ensuring that employees, partners, and stakeholders can trust in our commitment to ethical business practices.

Employees are required to disclose any activity or relationship that may compromise their objectivity. Additionally, Astrix actively encourages reporting of unethical behavior, discrimination, or harassment, with all concerns taken seriously and investigated thoroughly.

Our Ethics Hotline provides a confidential avenue for reporting issues such as conflicts of interest, bribery, or workplace misconduct, with every case handled with discretion and appropriate action.

In 2024, Astrix took significant steps to reinforce transparency, adapting our governance policies to an evolving business landscape. These updates emphasize sustainability, inclusion, and accountability, ensuring that our governance framework not only meets but exceeds global standards. By embedding these principles into our policies, we continue to build a corporate culture rooted in responsibility, fairness, and ethical leadership.

A Culture of Accountability and Compliance

At Astrix, compliance is not just about adhering to regulations—it is about cultivating a culture of accountability.

Every employee is expected to uphold our ethical and governance standards, reinforcing our collective responsibility to act with integrity.

Through continuous education and awareness initiatives, Astrix fosters a shared understanding of compliance and ethical behavior. Employees are encouraged to raise concerns, with strong protections against retaliation in place to ensure a safe and open reporting environment.

Fair dealing and transparency are integral to our governance practices. Astrix strictly adheres to antitrust and competition laws, ensuring that our business remains competitive yet ethical. Employees are prohibited from engaging in anti-competitive practices such as price-fixing, collusion, or market allocation.

Likewise, our policies on gifts and hospitality prevent even well-intentioned gestures from creating conflicts of interest, reinforcing our commitment to ethical business conduct.

Anti-corruption Measures

Integrity and transparency are at the core of how we conduct business. We have a zero-tolerance approach to bribery and corruption, firmly upholding ethical practices to maintain trust with stakeholders and ensure long-term success.

Our operations strictly comply with global anti-corruption regulations, prohibiting any form of bribery, kickbacks, or facilitation payments. Employees and third parties acting on our behalf must adhere to these standards, ensuring that no improper influence is exerted to gain business advantages.

Exceptions are made only in cases where personal safety is at risk, and such incidents must be promptly reported and recorded. We also maintain clear policies regarding political contributions, ensuring these are made personally and not through company resources.

To reinforce accountability, employees are encouraged to report suspected violations through our Ethics Hotline, which guarantees confidentiality and protection against retaliation. By embedding anti-corruption measures into our culture, we safeguard our reputation, promote fairness, and foster sustainable growth.

Government Relations

Astrix is dedicated to maintaining transparent and ethical relationships with governments and regulatory bodies, ensuring full compliance with all laws and regulations. We strictly adhere to procurement laws governing federal contracts, prohibit gifts to government officials except for minimal-value items under specific conditions, and enforce a zero-tolerance policy on bribery and facilitation payments.

With clear policies, ongoing oversight, and strict enforcement, Astrix upholds trust and accountability, reinforcing its commitment to responsible corporate citizenship and sustainable development.

Political engagement

Astrix maintains a neutral stance on political engagement, emphasizing compliance with legal and ethical standards. The company encourages employees to stay informed and participate in the political process as private individuals, ensuring that any political contributions or activities are conducted on personal time and with personal resources. Astrix explicitly prohibits the use of company funds, time, or resources for political contributions or campaigning.

Employees who choose to run for public office must do so independently, without involving company resources, and are required to obtain prior approval to prevent conflicts of interest. Astrix's policy reflects its commitment to integrity, transparency, and fairness, ensuring that business operations remain free from political influence and focused on sustainable growth and ethical governance

Risk Management and Business Continuity

At Astrix, managing risk is integral to maintaining operational resilience and security. Our Risk Management Policy provides a comprehensive framework for identifying, mitigating, and communicating potential risks across the organization. By addressing risks through structured procedures such as the Business Continuity Plan and Cyber Incident Policy, we ensure a proactive approach to disruptions and security incidents.

Advanced tools like Microsoft 365 and Azure Active Directory play a crucial role in our strategy, offering real-time monitoring and automated alerts for potential threats. Regular assessments and secure score reviews help Astrix maintain a security posture that consistently exceeds industry benchmarks. Identified risks are documented in a centralized register and communicated promptly to key stakeholders, ensuring transparency and informed decision-making.

The collaborative efforts of our IT team, financial leadership, and executive management ensure risks are effectively managed, enabling Astrix to safeguard its operations, assets, and stakeholders while fostering long-term sustainability and growth.

Confidential Information Management

At Astrix, we are committed to safeguarding the trust placed in us by our clients, partners, and employees. Through our partnership with Ametros Group Ltd, our official Data Protection Officer, we ensure comprehensive GDPR compliance across all operations. Ametros has conducted thorough risk assessments of our organizational and technological data processing activities, implementing an ongoing security plan that maintains appropriate protections for all personal data.

We handle sensitive information with the utmost care, ensuring that proprietary data, intellectual property, and trade secrets are protected through a robust compliance infrastructure designed to meet and maintain GDPR standards. Our documented records detail our data processing activities, including purposes, lawful bases, data subject types, data categories, retention schedules, and security measures.

Our approach emphasizes integrity and accountability, with systems in place to uphold all GDPR-mandated data subject rights, including data erasure, restriction, and access upon request. We actively monitor and record any data security incidents and have established protocols to report breaches to regulators and affected individuals when necessary.

For high-risk processing activities, we conduct data protection impact assessments to identify and mitigate potential risks, consulting with regulatory authorities as required. This comprehensive approach to information security isn't just policy—it's a core value that reflects our dedication to excellence and our enduring commitment to protecting confidential information, even beyond the term of employment.

Cybersecurity Practices and Data Privacy

Protecting digital assets and sensitive information is essential to maintaining trust and operational excellence. Astrix safeguards its systems against unauthorized access, breaches, and cyber threats through rigorous security measures and a culture of awareness and accountability. By prioritizing data integrity, confidentiality, and availability, we ensure information is accurate, secure, and accessible to authorized users.

We continuously assess risks, enhance defenses with advanced technologies, and enforce strict access controls. In the event of a cyber incident, we act swiftly to contain and investigate the issue, notify affected parties, and implement corrective measures. Empowering all employees with training and tools to recognize potential threats reinforces our shared responsibility for security. This proactive approach builds a resilient foundation for sustainable growth and innovation.

Network Security and Vulnerability Management

Astrix proactively safeguards its systems and infrastructure by continuously monitoring, identifying, and addressing vulnerabilities before exploitation.

Regular scans and risk-based assessments guide the implementation of updates, patches, and security enhancements.
Critical security updates are applied within seven days, while urgent fixes for zero-day vulnerabilities are deployed within 24 hours. Quality updates, including new features and bug fixes, are installed within 30 days to ensure optimal performance. All devices are managed through Microsoft Azure Active Directory and Microsoft Intune, with automated updates and Sophos antivirus providing daily protection and scans.

This disciplined approach extends to cloud-based platforms like Salesforce and NetSuite, which follow scheduled updates to maintain compliance and security. Supported by trained employees who recognize and report vulnerabilities, the IT team ensures swift responses and accountability. By prioritizing vigilance and adaptability, Astrix maintains a secure and resilient digital environment that protects operations and stakeholders.

0 cybersecurity incidents in 2024

0 data breaches in 2024

100% of employees have received monthly training on cybersecurity

Create Shared Value

Build strategic stakeholder partnerships through targeted outreach initiatives that drive measurable social impact and sustainable community development.

Sustainable Procurement

Transform our supply chain through comprehensive sustainable sourcing practices that promote supplier development and responsible business practices.

Partner of Choice

Establish long-term customer partnerships by actively supporting their sustainability goals, driving innovation, and delivering sustainable solutions that create mutual prosperity.

PROSPERITY

OUR SUSTAINABILITY COMMITMENTS

Financial Growth and Operational Excellence

Astrix achieved record-breaking financial performance in 2024, reflecting its strategic focus on growth, efficiency, and diversification. The company recorded 11.5% consolidated revenue growth and an impressive 22.7% increase in its ACS (Astrix Consulting Services) Business Segment by the second quarter. Profitability was equally strong, with a 20% rise in adjusted EBITDA, highlighting disciplined financial management and operational efficiency.

The Clinical & Regulatory Services (CRS) segment emerged as a standout performer, achieving 42% growth year-to-date, showcasing the success of Astrix's expansion into high-demand sectors. Additionally, the rebound of the Staffing division, with positive revenue trends, reversed a prior 20% decline and demonstrated resilience and adaptability.

Operational improvements included streamlining processes and enhancing cost-effectiveness, resulting in a 120-basis-point increase in EBITDA margins. These achievements solidify Astrix's position as a market leader prepared for future challenges.

Accelerating GC/MS Extractables and Leachables Analysis with Advanced Software Tools

Astrix partnered with NSF International to modernize and accelerate the analysis of extractables and leachables (E&L), addressing critical challenges such as a six-month sample backlog and reliance on manual workflows prone to delays and errors. The project focused on optimizing processes for Gas Chromatography/Mass Spectrometry (GC/MS) testing, which is essential for ensuring product safety and regulatory compliance in pharmaceutical and medical device manufacturing.

To overcome inefficiencies, Astrix implemented Thermo Scientific™ Chromeleon™ CDS 7.3 and Cerno Bioscience GC/ID™ 5.0 software, enabling automated data acquisition, processing, and reporting. These advanced tools significantly reduced manual data review times, improved accuracy, and allowed for streamlined workflows. The system integration with the client's existing Laboratory Information Management System (LIMS) further enhanced traceability, simplified data handling, and ensured compliance with regulatory standards.

By leveraging these technologies, NSF reduced turnaround times, eliminated process bottlenecks, and minimized reliance on specialized analysts, empowering a broader team to manage data interpretation and reporting. The successful implementation demonstrates Astrix's ability to deliver innovative laboratory informatics solutions, drive digital transformation, and support clients in achieving operational efficiency and regulatory compliance.

This case underscores Astrix's role as a trusted partner in helping organizations modernize laboratory operations, reduce risks, and accelerate time-to-market for critical products, aligning with its broader commitment to sustainability and technological advancement.

Developing Resilient Health Systems

In 2024, Astrix continued to strengthen health systems through various strategic initiatives and collaborations:

- **Sponsorship of Future Labs LIVE 2024:** Astrix sponsored this event, which brought together lab leaders from various sectors to discuss advancements in laboratory technology. Such engagements facilitate the development of innovative solutions that contribute to resilient health systems.

- **Thought Leadership:** Astrix shared insights on laboratory technology trends for 2024, emphasizing the role of AI-powered enterprises, intelligent automation, and mobile technologies in transforming lab operations. These advancements are crucial for building resilient health systems capable of adapting to evolving challenges.

Sustainable Procurement

Following a comprehensive sustainability assessment in 2024, Astrix reimagined its approach to sustainable and diverse procurement. While our business model doesn't involve an extensive supply chain, we maintain a significant project-based consulting workforce operating as independent contractors. This network encompasses a wide variety of small businesses and freelance professionals, creating a diverse and dynamic procurement ecosystem.

Our contractor-based model actively promotes business growth and development for small entrepreneurs and independent consultants. This approach naturally fosters local economic development and exemplifies our prosperity principle through shared value creation. Looking ahead to 2025, Astrix will enhance its internal onboarding systems to better quantify the positive impact of our business model.

This initiative will focus on measuring how our procurement practices amplify diversity and inclusion while redistributing economic opportunities across local communities involved in global projects and initiatives. Through this strategic evolution, we aim to strengthen our commitment to sustainable procurement while making a lasting positive impact in the communities where we operate.

Government Relations

Astrix is committed to maintaining a transparent and ethical workplace by providing clear channels for employees and Stakeholders to report concerns. Employees can report ethical violations, conflicts of interest, discrimination, harassment, or other issues through the Astrix Ethics Hotline at (888) 315-8028 or by emailing hr@astrixinc.com. The hotline ensures confidentiality and allows anonymous reporting, while emails are handled directly by Human Resources. When making a report, employees are encouraged to provide sufficient details to support a thorough investigation. Confidentiality is prioritized, and retaliation against anyone reporting in good faith is strictly prohibited.

Employees are required to disclose any potential conflicts of interest, including financial interests, gifts, or relationships that could interfere with their objectivity. Reports of suspected bribery, corruption, or actions compromising fair competition should also be made through the hotline or email. All complaints and disclosures are investigated promptly and fairly, with efforts to maintain privacy and protect those involved. Astrix guarantees a respectful, discrimination-free workplace, encouraging employees to speak up and uphold the highest ethical standards.

About this report

This annual report covers our primary Environmental, Social, and Governance (Sustainability) initiatives and accomplishments from 2024. The material in this report references disclosures from the Global Reporting Initiative (GRI) Sustainability Reporting Standard. An index can be found in the appendix.

We use guidance from the World Resources Institute's (WRI) Greenhouse Gas Protocol and CDP guidelines for our carbon reporting.

This report was developed in partnership with Baseline SD (TNC Consulting LLC), a women-owned organization with global representation and over a decade of consulting experience. Baseline SD has supported Astrix since 2023 as our official Sustainability Officer, leading the design and implementation of our comprehensive sustainability strategy.

Baseline
PEOPLE PROFIT PLANET

For more information, **visit www. baselinesd.com.**

Cautionary statements

The statements, estimates, projections, guidance, or outlook contained in this document include "forward-looking" statements intended to take advantage of the "safe harbor" provisions of the federal securities law. The words "believe," "expect," "intend," "estimate," "anticipate," "forecast," "outlook," "plan," "project," "should," and similar expressions identify forward-looking statements. These statements may contain information about financial prospects, economic conditions, and trends and involve risks and uncertainties.

Our actual future results, including the achievement of our targets, goals, or commitments, could differ materially from our projected results due to changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors. Such risks, uncertainties, and factors include the risk factors as well as our Sustainability targets, goals, and commitments outlined in this report or elsewhere, and other assumptions, risks, uncertainties, and factors identified in this report.

We urge you to consider all the risks, uncertainties, and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements in this report.

We cannot assure you that the results reflected or implied by any forward-looking statement will be realized, or even if substantially realized, that those results will have the forecasted or expected consequences and effects.

You should not place undue reliance on forward-looking statements, which speak only as of the date they are made. We do not undertake to update or revise any forward-looking statements except as required by law.

Calculations and statistics included in this report may depend on the use of estimates and assumptions based on historical levels and projections and are, therefore, subject to change. An independent third party has not externally assured or verified this report.

The inclusion of information or the absence of information in this report should not be construed to represent our belief regarding the materiality or financial impact of that information.

This report may contain links to other internet sites or references to third parties. We cannot assure their accuracy of the referenced information.

The use or inclusion of the information is also not intended to represent endorsements of any products or services.

astrixinc.com

LinkedIn Astrix Technology Group

GRI Reference Index

Statement of use: Astrix has reported the information cited in this GRI content index for the period between January 1st 2024 and December 31st 2024, with reference to the GRI Standards.

GRI 1 used:
GRI 1: Foundation 2021

GENERAL DISCLOSURES

GRI Standard	Disclosure	Description	Page Number
GRI 2-1	Organizational details	Astrix Technologies Inc Corporate Headquarters 125 Half Mile Rd Suite 200 Red Bank, NJ 07701 USA Countries of operation: United States, Canada, Costa Rica, Brazil, United Kingdom, Ireland	4, Index
GRI 2-2	Entities included in sustainability reporting	All global operations across North America, Latin America, and Europe are included	4-6
GRI 2-3	Reporting period, frequency and contact point	Reporting period: 2024 Publishing frequency: Annual Contact point: hr@astrixinc.com	39
GRI 2-4	Restatements of information	None (first sustainability report)	N/A (First report)
GRI 2-5	External assurance	No external assurance	39
GRI 2-6	Activities, value chain and other business relationships	Detailed description of Astrix's business activities and value chain	4-6
GRI 2-7	Employees	Employees	12-14
GRI 2-8	Workers who are not employees	Data on contractors and other non-employee workers	12-14
GRI 2-9	Governance structure and composition	Overview of board structure, committees, and diversity metrics	28-29
GRI 2-10	Nomination and selection of the highest governance body	Details on board nomination and selection process	29
GRI 2-11	Chair of the highest governance body	Information on whether board chair holds executive position	29
GRI 2-12	Role of the highest governance body in overseeing impacts	Board's specific sustainability oversight responsibilities	28-29

GRI Standard	Disclosure	Description	Page Number
GRI 2-13	Delegation of responsibility for managing impacts	How sustainability responsibilities are cascaded through organization	28
GRI 2-14	Role of the highest governance body in sustainability reporting	Board's involvement in sustainability reporting process	28-29
GRI 2-15	Conflicts of interest	Policies and procedures for identifying and managing conflicts	30-32
GRI 2-16	Communication of critical concerns	Whistleblower and escalation processes	38
GRI 2-17	Collective knowledge of the highest governance body	Board training and expertise in sustainability matters	28-29
GRI 2-18	Evaluation of the performance of the highest governance body	Board performance assessment methods and frequency	29
GRI 2-19	Remuneration policies	Overview of compensation policies for leadership	29
GRI 2-20	Process to determine remuneration	Compensation determination methodology	29
GRI 2-21	Annual total compensation ratio	Ratio of highest paid to median compensation= 8 to 1	Index
GRI 2-22	Statement on sustainable development strategy	CEO/leadership statement on sustainability commitment	3
GRI 2-23	Policy commitments	Key corporate policies on ethics and responsibility	30-34
GRI 2-24	Embedding policy commitments	How policies are implemented throughout operations	30-31
GRI 2-25	Processes to remediate negative impacts	Procedures for addressing and remediating impacts	38
GRI 2-26	Mechanisms for seeking advice and raising concerns	Ethics hotline and other reporting mechanisms	38
GRI 2-27	Compliance with laws and regulations	No significant instances of non-compliance	Index
GRI 2-28	Membership associations	No Industry or other association memberships	Index
GRI 2-29	Approach to stakeholder engagement	Methods used to engage with key stakeholders	10
GRI 2-30	Collective bargaining agreements	Percentage of employees covered by collective bargaining= 0%	Index

Material Topics

GRI Standard	Disclosure	Description	Page Number
GRI 3-1	Process to determine material topics	Methodology used for materiality assessment	9-10
GRI 3-2	List of material topics	Key sustainability topics identified as material to Astrix	9-10
GRI 3-3	Management of material topics	Approach to addressing and managing material topics	9-10

ECONOMIC DISCLOSURES

Economic Performance

GRI Standard	Disclosure	Description	Page Number
GRI 201-1	Direct economic value generated and distributed	Financial performance metrics and economic contributions	36-37
GRI 201-2	Financial implications due to climate change	Assessment of climate-related risks and opportunities	22-26

Anti-Corruption

GRI Standard	Disclosure	Description	Page Number
GRI 205-1	Operations assessed for risks related to corruption	Methodology used for materiality assessment	32
GRI 205-2	Communication and training about anti-corruption	Anti-corruption policy communication and training programs	32
GRI 205-3	Confirmed incidents of corruption	0 incidents of corruption in 2024	Index

ENVIRONMENTAL DISCLOSURES

Energy

GRI Standard	Disclosure	Description	Page Number
GRI 302-1	Energy consumption within the organization	Energy usage data by source and type	24
GRI 302-4	Reduction of energy consumption	Energy efficiency initiatives and results	22, 26

Emissions

GRI Standard	Disclosure	Description	Page Number
GRI 305-1	Direct (Scope 1) GHG emissions	0 metric tons CO_2 equivalent	24-25
GRI 305-2	Energy indirect (Scope 2) GHG emissions	5 metric tons CO_2 equivalent	24-25
GRI 305-3	Other indirect (Scope 3) GHG emissions	722 metric tons CO_2 equivalent	24-25
GRI 305-4	GHG emissions intensity	Emissions per employee/revenue/other business metric	24
GRI 305-5	Reduction of GHG emissions	GHG reduction initiatives and quantified results	23-26

SOCIAL DISCLOSURES

Employment

GRI Standard	Disclosure	Description	Page Number
GRI 401-1	New employee hires and employee turnover	Hiring rates and turnover statistics by demographic categories	12-14
GRI 401-2	Benefits provided to full-time employees	Summary of employee benefits package	18-19
GRI 401-3	Parental leave	Information not disclosed in the report	Not disclosed

Occupational Health And Safety

GRI Standard	Disclosure	Description	Page Number
GRI 403-1	Occupational health and safety management system	Overview of workplace safety management approach	19
GRI 403-9	Work-related injuries	Workplace injury statistics and incident rates	19

Training And Education

GRI Standard	Disclosure	Description	Page Number
GRI 404-1	Average hours of training per year per employee	Training hours per employee by category	14
GRI 404-2	Programs for upgrading employee skills	Professional development and upskilling programs	14
GRI 404-3	Percentage of employees receiving regular performance reviews	Performance review coverage and process	16-17

Diversity And Equal Opportunity

GRI Standard	Disclosure	Description	Page Number
GRI 405-1	Diversity of governance bodies and employees	Diversity statistics for board and workforce	12, 29
GRI 405-2	Ratio of basic salary and remuneration of women to men	Gender pay gap analysis	14

Human Rights Assessment

GRI Standard	Disclosure	Description	Page Number
GRI 412-2	Employee training on human rights policies or procedures	Human rights awareness and training programs	15

Local Communities

GRI Standard	Disclosure	Description	Page Number
GRI 413-1	Operations with local community engagement	Information not disclosed in the report	Not disclosed

Customer Privacy

GRI Standard	Disclosure	Description	Page Number
GRI 418-1	Substantiated complaints concerning breaches of customer privacy	0 cybersecurity incidents in 2024 0 data breaches in 2024 100% of employees have been trained in cybersecurity	33-34, Index

SECTOR-SPECIFIC DISCLOSURES

Sector Disclosure	Description	Page Number
Technology and Innovation	Supporting clients with technological solutions	25, 36
Sustainable Procurement	Responsible sourcing and procurement practices	37
Cyber Security	Information security management and data protection	30, 33-34
Remote Workforce	Approaches to managing distributed workforce	23-25

REPORT PREPARATION

This GRI Content Index is based on the Global Reporting Initiative (GRI) Standards 2021. This is Astrix's first sustainability report, covering the period from January 1, 2024, through December 31, 2024. The report has been prepared in reference to the GRI Standards but has not received external assurance.

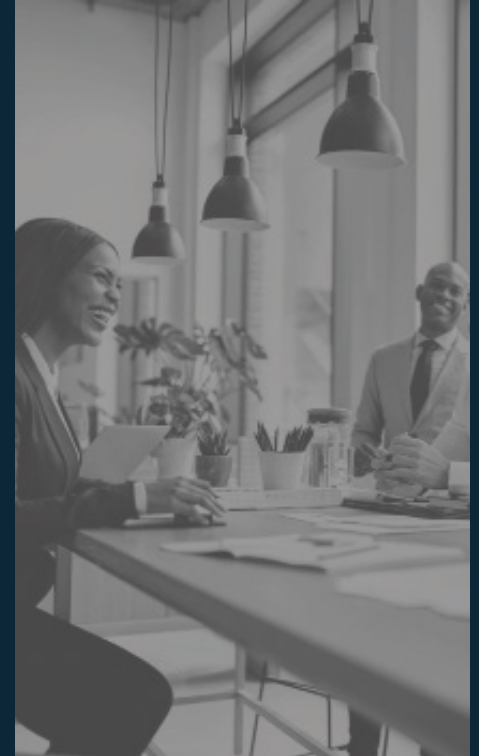For questions or feedback regarding this report, please contact hr@astrixic.com.

2

0

2

4