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National Institute for Bioprocessing Research and Training

NIBRT ESG IMPACT REPORT 2025

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National Institute for Bioprocessing Research and Training,
Foster Avenue, Mount Merrion, Blackrock, Co. Dublin, A94 X099, Ireland

Welcome

2025 marks NIBRT's first ESG Impact Report prepared in alignment with the VSME Standard (Voluntary Sustainability Reporting Standard for non-listed SMEs). This report brings together, for the first time in one place, the environmental, social and governance data that reflect how NIBRT is putting its sustainability strategy into practice.

In 2022, NIBRT developed a sustainability strategy and roadmap, working with EY through a process of stakeholder interviews and industry and best-practice review. The result is a three-pillar approach that reflects NIBRT's priority topics across environmental, social and governance (ESG) factors, and their linkage to the UN Sustainable Development Goals. Delivery of the strategy is overseen by an ESG Oversight Committee, supported by five ESG Working Groups, with ultimate accountability resting with our CFO.

A cornerstone of our environmental commitment is our target — set out in the 2024-2028 NIBRT Strategic Business Plan — to reduce our Scope 1 and Scope 2 greenhouse gas emissions by 10% annually between 2024 and 2028. 2025 provides an important data point against which future progress will be measured.

We welcome feedback from our people, partners and stakeholders as we continue to develop our approach to Fairness and Sustainability at NIBRT.

Key Highlights 2025

115 Employees (headcount, year-end)	**57%** Female employees	**54%** Female governance body members
0 Recordable work-related accidents	**40%** Renewable energy share	**53%** Waste diverted to recycling

See Sections 2-4 for full definitions and underlying data.

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SECTION 1 GENERAL INFORMATION

Basis for Preparation

This report has been prepared in accordance with the VSME Standard (Voluntary Sustainability Reporting Standard for non-listed SMEs), adopting both the Basic and Comprehensive modules, to provide a holistic and transparent view of NIBRT's sustainability performance.

The report is prepared on a consolidated basis for the NIBRT group, covering the reporting period 1 January 2025 to 31 December 2025. No disclosures have been omitted as classified or sensitive information.

Entity Information

Item	Detail
Reporting entity	NIBRT (National Institute for Bioprocessing Research and Training)
Entity identifier (EU ID)	IE6433711D
Legal form	Company Limited by Guarantee
NACE sector code	Q 85.59 — Other education n.e.c.
Reporting currency	EUR
Basis of reporting	Consolidated
Country of primary operations	Ireland
Balance sheet size	€40,000,000
Turnover	€13,751,000
Number of employees (headcount, year-end)	115

Sites

Facility	Address	City	Country
1	Foster Avenue, Mount Merrion, Blackrock, Co. Dublin, A94 X099	Dublin	Ireland

Subsidiaries

ID	Name	Registered address
1	NIBRT Services Limited	Foster Avenue, Mount Merrion, Blackrock, Co. Dublin, A94 X099

Sustainability-related certifications:

In 2023, NIBRT obtained a third-party sustainability certification from EcoVadis, with a Bronze rating. In addition, NIBRT's Characterisation and Comparability Lab achieved a Green Level Certification from My Green Lab in July 2025, marking a key milestone in the institute's rollout of sustainable laboratory practices and eco-friendly operations.

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Strategy: Business Model and Sustainability

NIBRT's core service offering is a wide portfolio of training programmes for individuals and industry professionals in biopharmaceutical manufacturing, delivered on-site in Dublin, online through the NIBRT Online Academy, and internationally through the NIBRT Global Partners Programme. NIBRT is also a major research centre focused on advancing biopharmaceutical manufacturing, covering analytical science, cell and genetic engineering, informatics and bioprocess engineering, and innovative technologies for recombinant proteins, vaccines, and cell & gene therapies.

As a non-profit research and training institute, NIBRT's key relationships centre on industry partnerships, training clients, academic collaborators and government support rather than a traditional supply chain:

- Customers: biopharmaceutical and bioprocessing companies, individual trainees and biopharma professionals, and corporate training clients.
- Academic partners: Irish universities (including University College Dublin, Trinity College Dublin, University College Cork, University of Limerick, , Dublin City University and Atlantic Technological University), International universities and colleges (including and international training institutes licensing NIBRT's curriculum)..
- Government support: IDA Ireland, which helped fund the institute and continues to support Ireland's position as a global hub for biopharma manufacturing.
- Suppliers: laboratory and bioprocessing equipment, single-use technology and analytical instrumentation providers, and data/analytics software providers.

Practices, Policies and Future Initiatives

NIBRT's commitment to our people, our community, and our responsibility towards the environment has always been an intrinsic part of our values and goals. NIBRT's Environmental Policies and Procedures document, together with five ESG Working Groups operating under the oversight of the ESG Oversight Committee, sets out our structured approach — with our CFO as the most senior role accountable for implementation.

Sustainability topics addressed by current policies and initiatives

Topic	Covered by policy/initiative
Climate change	Not yet formally covered
Pollution	Yes
Water and marine resources	Yes
Biodiversity and ecosystems	Yes
Circular economy	Yes
Own workforce	Yes
Workers in the value chain	Yes
Affected communities	Not yet formally covered
Consumers and end-users	Not yet formally covered
Business conduct	Yes

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SECTION 2 ENVIRONMENTAL METRICS

Energy and Greenhouse Gas Emissions

In 2025, NIBRT's total energy consumption was estimated as 2,413 MWh. Of this, approximately 40% came from renewable sources — a combination of renewable electricity purchased under utility billing and self-generated renewable electricity on site.

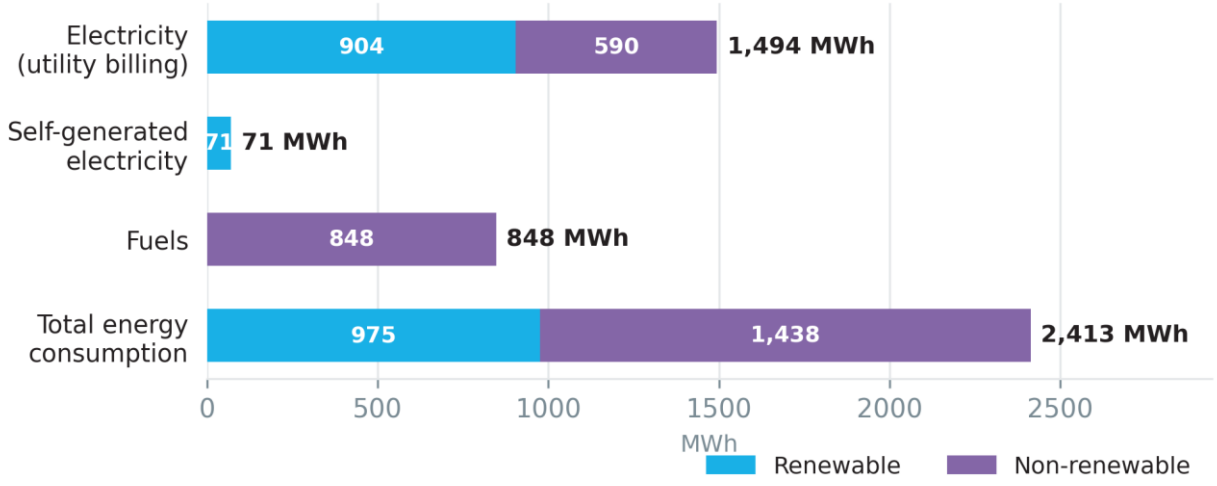


Figure 1. Energy consumption by source, renewable vs. non-renewable (MWh), 2025.

Renewable share of total energy consumption: 40.4%.

Greenhouse Gas Emissions (GHG Protocol) – Total 2,653 tCO_2e

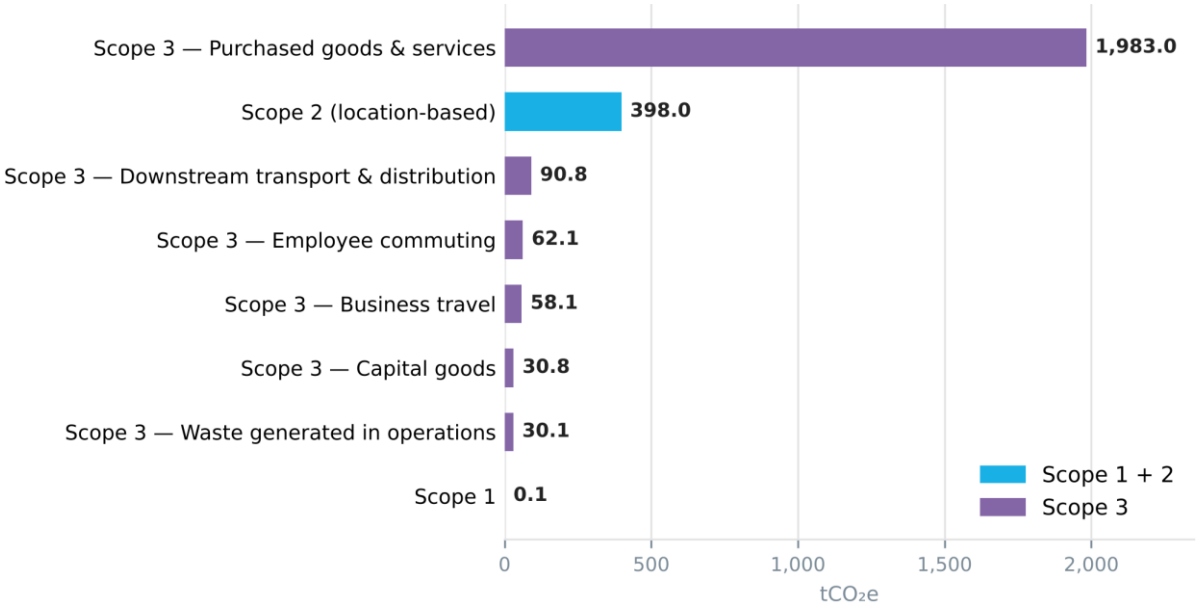


Figure 2. GHG emissions by scope and category (tCO_2e), 2025, sorted by magnitude.

GHG emissions intensity, total Scope 1-3 (location-based) per turnover: 0.00019 tCO_2e/EUR (approx. 0.19 tCO_2e per €1,000 of turnover).

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Note: Purchased goods and services is the dominant source of NIBRT's footprint, reflecting the training and research-intensive nature of the business rather than manufacturing operations.

NIBRT has committed, via the 2024-2028 IDA Business Plan, to reduce Scope 1 and 2 emissions by 10% annually between 2024 and 2028 (see Section 1). A formally quantified, base-year GHG reduction target for scope 3 emissions has not yet been baselined, however 2025 data will serve as an important reference point as this target is formalised in future reporting cycles.

Pollution of Air, Water and Soil

NIBRT has in place a site trade effluent licence, section 16 local government act - discharge of trade effluent to a public sewer, originally issued by Dun Laoghaire Rathdown County Council and now managed by Uisce Éireann. NIBRT are fully compliant in both the self monitoring, self reporting and facilitation of the Uisce Éireann monitoring program as per our licence.

Biodiversity

NIBRT's site in Dublin is not located in or near a biodiversity-sensitive area listed on the World Database on Protected Areas (WDPA). 70% of NIBRT's available landscape is wild meadow during spring and Autum and 10% is wild meadow throughout the year to encourage biodiversity.

Land use (m^2)	Area (m^2)
Total sealed area	10,000
Total nature-oriented area on-site	3,000

Water

Total water withdrawal across NIBRT's operations in 2025 was 875 m^3, none of which was withdrawn from areas of high water stress. NIBRT does not operate production processes that significantly consume water.

Resource Use, Circular Economy and Waste Management

NIBRT applies circular economy principles through its Environmental Policies and Procedures and its five ESG Working Groups, operating under the review of the ESG Oversight Committee.

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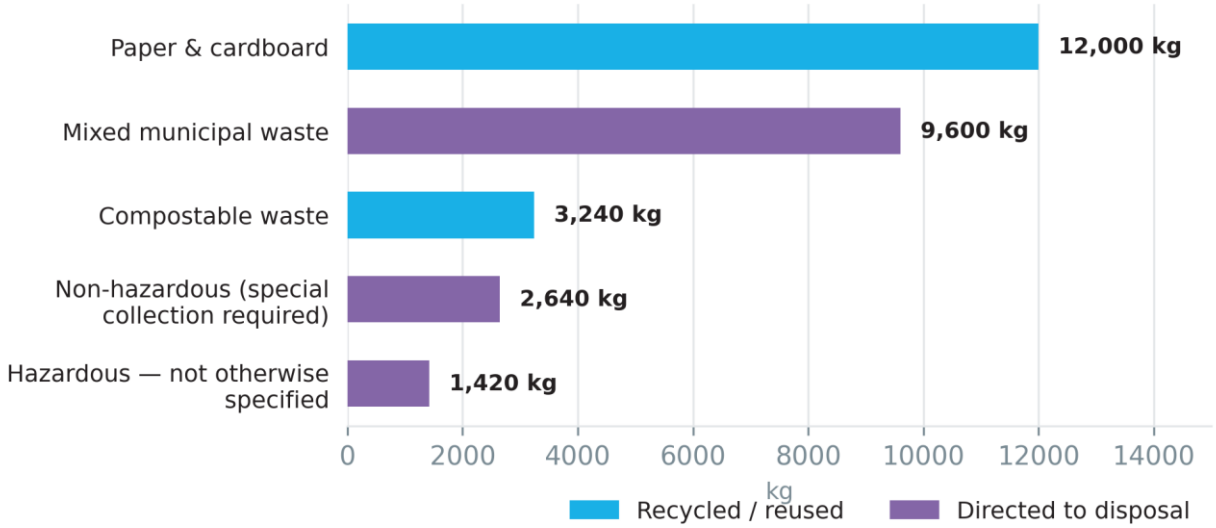


Figure 3. Waste generated by type, recycled/reused vs. directed to disposal (kg), 2025.

Total waste generated: 28.9 tonnes (1.4 t hazardous, 27.5 t non-hazardous). Share of waste diverted to recycling or reuse: 52.7%.

Climate Risks

NIBRT has not yet completed a formal assessment of climate-related physical and transition hazards under this reporting framework. This is identified as a priority area for the 2026 reporting cycle, building on the organisation's existing GHG reduction commitments.

SECTION 3 **SOCIAL METRICS**

Workforce Characteristics

At the end of 2025, NIBRT employed 115 people (headcount), with women representing 57% of the workforce.

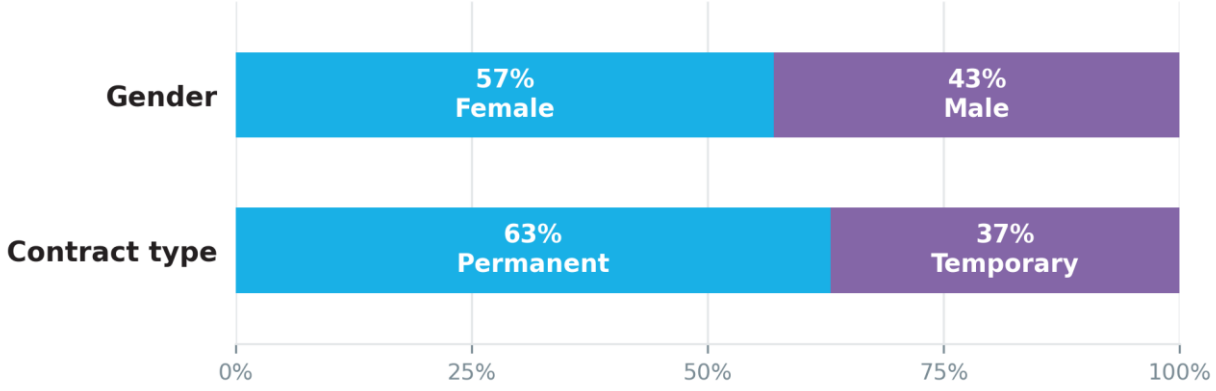


Figure 4. Workforce composition by contract type and by gender, 2025.

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NIBRT	2025
Number of employees (headcount, year-end)	115
Number of women	66 (57%)
Number of men	49 (43%)
Permanent contracts	72 (63%)
Temporary contracts	43 (37%)
Employees at start of reporting period	98
Employees who left during the reporting period	17
Employees at end of reporting period	115
Employee turnover rate	16.0%

Health and Safety

NIBRT recorded no work-related accidents and no fatalities in 2025.

Health & Safety	2025
Number of recordable work-related accidents	0
Number of fatalities from work-related injury/ill health	0
Total hours worked by all employees	207,900
Hours worked by one full-time employee (reference)	1,575
Rate of recordable work-related accidents	0

Remuneration, Collective Bargaining and Training

NIBRT's 2025 Gender Pay Gap analysis shows an overall gender pay gap of 16.7%, meaning that the average hourly earnings of women in our organisation are 16.7% lower than those of men. This gap does not reflect unequal pay for equal work; rather, it is primarily driven by the current distribution of men and women across roles and levels, with men disproportionately represented in senior and higher-paid positions.

Over the course of 2025, we have deepened our understanding of the underlying factors contributing to this gap and taken meaningful steps to improve gender balance across the organisation. These actions include strengthening our recruitment and selection practices, enhancing flexible working supports, and increasing NIBRT's participation in outreach initiatives designed to address the broader societal drivers of gender imbalance within our sector. While these efforts are beginning to influence long-term structural challenges, continued and sustained focus is required.

NIBRT remains firmly committed to advancing gender equity and will prioritise meaningful action across three core areas:

- **Societal:** As a national institute, NIBRT will continue to expand its role in promoting female participation in STEM, contributing to long-term change in our sector.
- **Organisational:** We will deepen our investment in developing a diverse talent pipeline and strengthen supports that enable the progression and advancement of our female colleagues.

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- **Individual:** We will enhance our family-leave policies, flexible working practices, and return-to-work supports to ensure all employees can fully participate and thrive throughout their careers.

Our goal is to create an organisation where opportunities are equitable, progression is transparent, and employees of all genders can build rewarding and sustainable careers. We will continue to monitor progress closely and hold ourselves accountable for achieving measurable improvement.

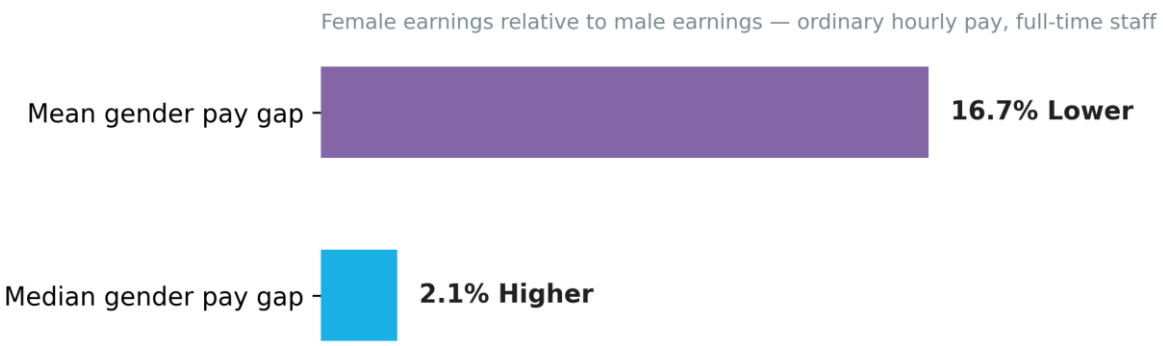


Figure 5. Gender pay gap in ordinary hourly pay, full-time staff, 2025 (source: NIBRT Gender Pay Gap Summary Report 2025).

Item	2025
Employees paid at or above minimum wage	Yes — all employees
Mean gender pay gap in ordinary hourly pay – Full time staff	Female earnings 16.7% lower
Median gender pay gap in ordinary hourly pay – Full time staff	Female earnings 2.1% higher
Employees covered by collective bargaining agreements	0 (0%)
Average annual training hours per employee	14

Human Rights Policies and Processes

NIBRT has a code of conduct / human rights policy covering its own workforce, which addresses discrimination and accident prevention. NIBRT also operates a complaint-handling mechanism available to its workforce.

Severe Negative Human Rights Incidents

NIBRT recorded a confirmed incident relating to a grievance case alleging discrimination within its own workforce during the 2025 reporting period. Post year end, the referenced grievance completed the internal formal grievance mechanisms and was not upheld.

No confirmed incidents relating to child labour, forced labour or human trafficking were recorded, and NIBRT is not aware of any confirmed incidents involving workers in the value chain, affected communities, or consumers and end-users.

VSME disclosure C7 requires reporting of confirmed incidents regardless of outcome or resolution status; this report does not include case-level detail for confidentiality reasons.

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SECTION 4 GOVERNANCE METRICS

Convictions and Fines for Corruption and Bribery

NIBRT has not been subject to any convictions or fines for violations of anti-corruption or anti-bribery laws during the reporting period.

Revenues from Certain Sectors and Exclusion from EU Reference Benchmarks

NIBRT does not derive revenue from controversial weapons, tobacco cultivation or production, fossil fuels (coal, oil or gas), or chemicals production. NIBRT is not excluded from any EU reference benchmark aligned with the Paris Agreement.

Gender Diversity Ratio in the Governance Body

As at 31 December 2025, NIBRT's governance body (the NIBRT Board of Directors) comprised 13 members, of whom 7 (54%) were women and 6 (46%) were men.

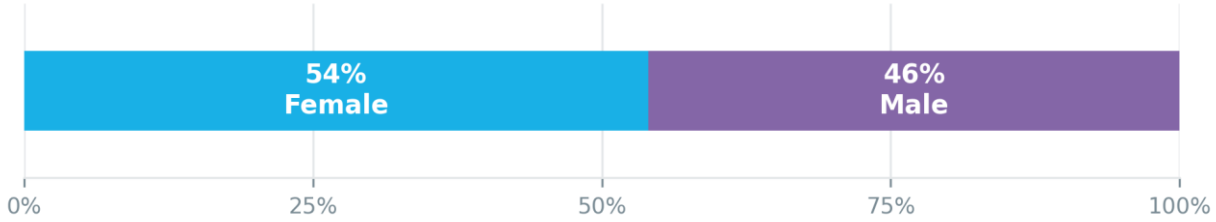


Figure 6. Gender composition of NIBRT's governance body, 2025.

Governance body	2025
Female members	7 (54%)
Male members	6 (46%)
Total members	13

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VSME Disclosure Index

The table below maps each VSME Basic (B) and Comprehensive (C) module disclosure to the section of this report in which it is addressed.

Disclosure	Name	Section
B1	Basis for preparation	Section 1
B2	Practices, policies and future initiatives	Section 1
B3	Energy and greenhouse gas emissions	Section 2
B4	Pollution of air, water and soil	Section 2
B5	Biodiversity	Section 2
B6	Water	Section 2
B7	Resource use, circular economy and waste management	Section 2
B8	Workforce — General characteristics	Section 3
B9	Workforce — Health and safety	Section 3
B10	Workforce — Remuneration, collective bargaining and training	Section 3
B11	Convictions and fines for corruption and bribery	Section 4
C1	Strategy: business model and sustainability-related initiatives	Section 1
C2	Practices, policies and future initiatives (detail)	Section 1
C3	GHG reduction targets and climate transition	Section 2
C4	Climate risks	Section 2
C5	Additional (general) workforce characteristics	Section 3
C6	Additional own workforce information — human rights	Section 3
C7	Severe negative human rights incidents	Section 3
C8	Revenues from certain sectors / EU benchmark exclusion	Section 4
C9	Gender diversity ratio in the governance body	Section 4

Note: The VSME Standard (Voluntary Sustainability Reporting Standard for non-listed SMEs) a simplified, non-mandatory ESG framework developed by EFRAG and endorsed by the European Commission. It provides micro, small, and medium enterprises that fall outside the scope of the Corporate Sustainability Reporting Directive (CSRD) with a structured, proportionate way to report their sustainability performance.

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Disclaimer

This report contains forward-looking statements that can generally be identified by words such as "potential", "expected", "will", "planned", or similar expressions. Such statements are based on current beliefs and expectations of management regarding future events and are subject to significant known and unknown risks and uncertainties. Actual results may differ materially from those set out in forward-looking statements.

Several data points and disclosures within this draft (e.g. gender pay gap, formal quantified GHG reduction targets, climate risk assessment, sustainability certification) are marked as not yet available or in development; these gaps should be closed prior to any external publication of this report.

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