



Click here
to begin



Click
to choose
a topic



**Message
from the CEO**

About Us

Sustainability

**Activities
During the Year**

Click to return
to this page

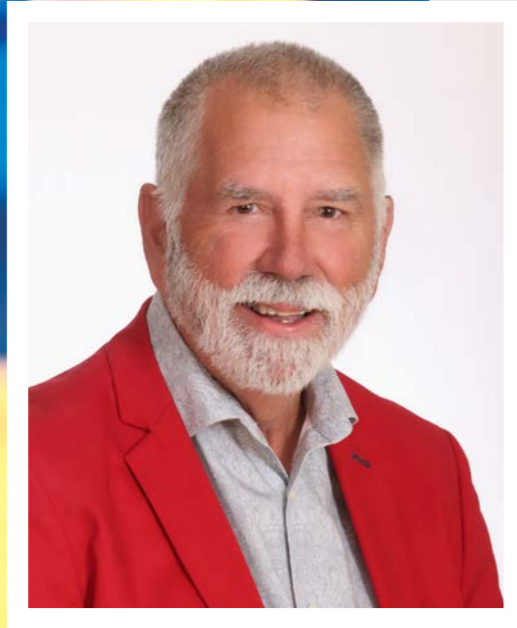


Click to
advance





MESSAGE FROM THE CEO



A year focused on action.

AT PRECISION BIOLOGIC, it is our mission to support clinicians and researchers with reliable tools to help them make the best decisions, faster. As our organization grows, so too does our responsibility to operate ethically, responsibly, and sustainably. I am pleased to share our 2025 Sustainability Report, which highlights our progress and priorities across environmental, social, and governance (ESG) areas.

Following the publication of our inaugural report in early

2025, this past year was focused on action. Teams across Precision BioLogic and Affinity Biologicals worked to embed sustainability considerations into daily operations while maintaining the exacting standards of quality and service our customers expect.

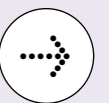
Our teams worked to embed sustainability considerations into daily operations.

In 2025, we made meaningful investments to strengthen business continuity and prepare for future growth, including the completion of our Nova Scotia facility expansion, infrastructure enhancements at Affinity Biologicals, and the successful completion of our multi-year IVDR remediation project. Together, these efforts help ensure resilience in an increasingly

complex regulatory and operational environment.

We also strengthened our governance

framework with the introduction of a Code of Conduct and a Diversity, Equity, and Inclusion Policy, reinforcing our commitment to ethical behavior and an inclusive workplace. By listening to employee feedback, we made progress on





engagement, wellbeing, and professional growth, as reflected in improved employee survey results.

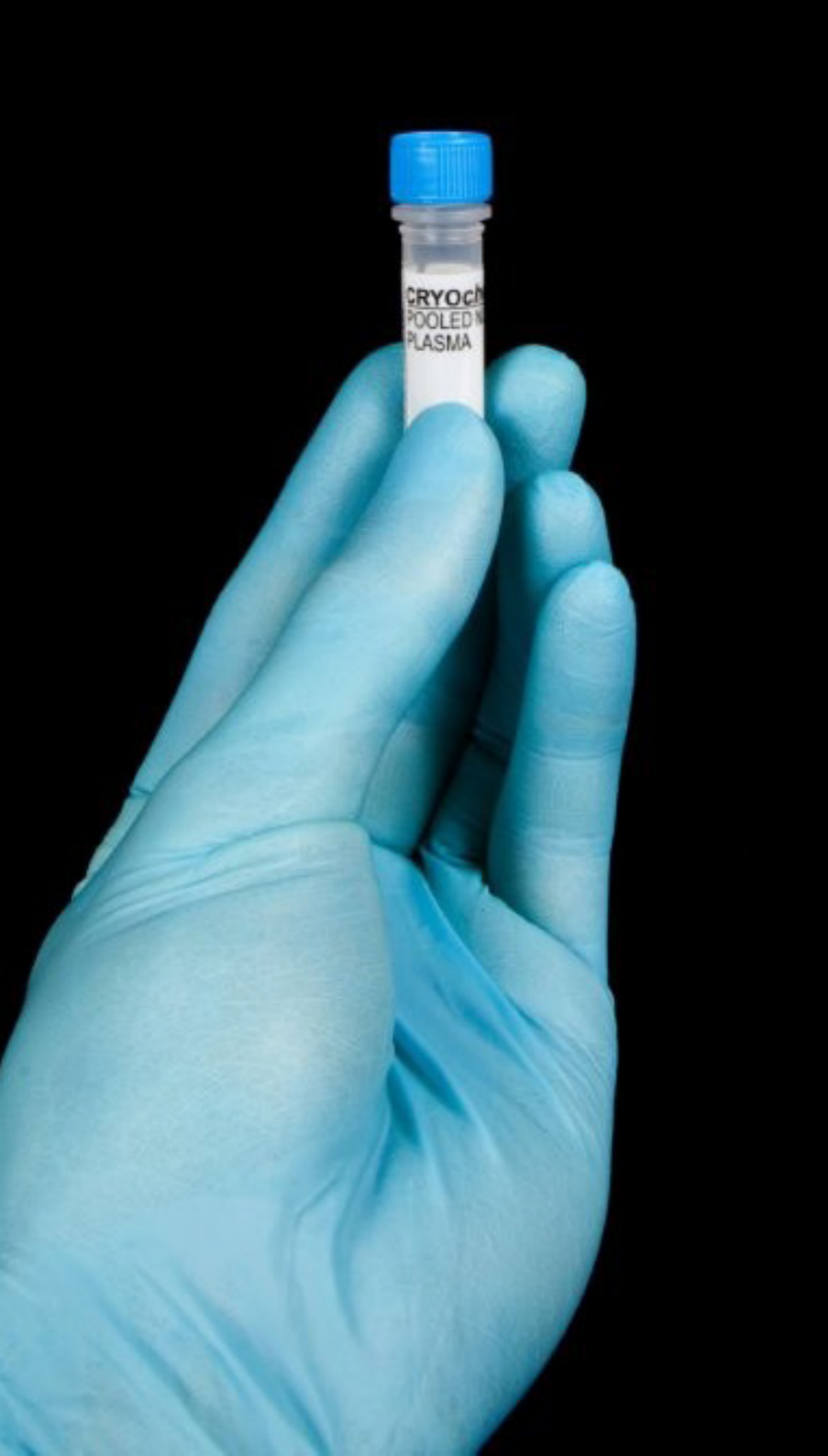
Reducing our environmental footprint remains a priority. While some emissions increased due to construction and renovations, we implemented energy-efficient technologies, upgraded equipment, and refined our emissions calculations to improve accuracy and accountability.

Finally, 2025 marked an important milestone with the acquisition of George King Bio-Medical. We are proud to welcome a company with deep roots in the bleeding disorders community and look forward to including them in future sustainability reports.

Sustainability is a journey. I am encouraged by the progress we've made and grateful to our employees and partners for their dedication.

Paul Empey
President and CEO





ABOUT US

Our customers can count on the reliable product performance for which we are known.

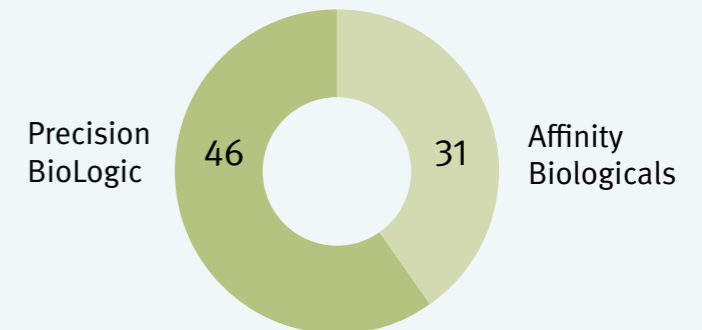
PRECISION BIOLOGIC and our subsidiary Affinity Biologicals provide products and services for hemostasis diagnostics and research. Precision BioLogic develops, manufactures, and markets frozen in vitro diagnostic (IVD) products used by medical professionals to diagnose blood coagulation disorders, while Affinity Biologicals focuses on the research market with a range of antibodies and other products, and offers a host of custom services including assay development and contract manufacturing.

Whether in a clinical lab or research lab, our customers can count on the reliable product

performance for which we are known coupled with a commitment to superior customer service and support.

Number of Employees

(As of December 31, 2025)

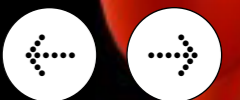


The George King Bio-Medical Story

In October 2025, Precision BioLogic acquired George King Bio-Medical, Inc., a provider of hemostasis diagnostic products with close ties to the bleeding disorders community and an active plasma donor program.

George King Bio-Medical's story began in the 1950s when founder George J. King became involved with a local chapter of the National Hemophilia Foundation (now NBDF or National Bleeding Disorders Foundation). Later, King joined the national organization where he formed lasting relationships with individuals affected by bleeding disorders and gained a deep understanding of the financial burdens associated with these conditions. He also connected with leading doctors in the bleeding disorders community, recognizing the critical need for research and testing resources.

Now part of the Precision BioLogic family, King's legacy of compassion and innovation lives on.





In 1973, King founded George King Bio-Medical, Inc. in Salem, NH. The company relocated to Overland Park, KS, in 1978, where it continues to thrive today. King’s legacy of compassion and innovation lives on, with his family still deeply involved in the company’s operations and committed to helping individuals affected by bleeding disorders.

Now part of the Precision BioLogic family, George King Bio-Medical will participate in future Sustainability Reports.



NUMBER OF REGULATED DIAGNOSTIC PRODUCTS ON THE MARKET

As of December 31, 2025

33 **FDA**
U.S. Food and Drug Administration

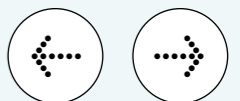
34
**HEALTH
CANADA**

24 **IVDR**
EU* In Vitro Diagnostic Regulation

***EU regulations have changed:** We completed our product transitions to IVDR at end of 2025. Some products manufactured with IVDD labeling may remain in the EU market for the next one to two years as allowed by the transition period.

25 **UKCA**
UK Conformity Assessment

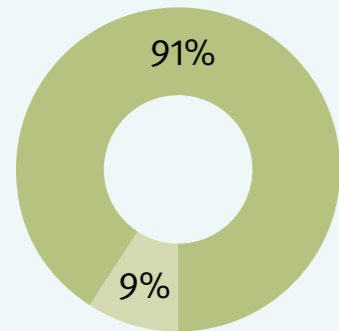
30 **ARTG**
Australian Register of Therapeutic Goods





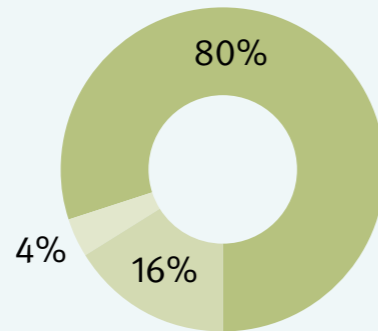
Precision BioLogic around the globe.

Direct Sales vs. Distributor Sales
(As of December 31, 2025)

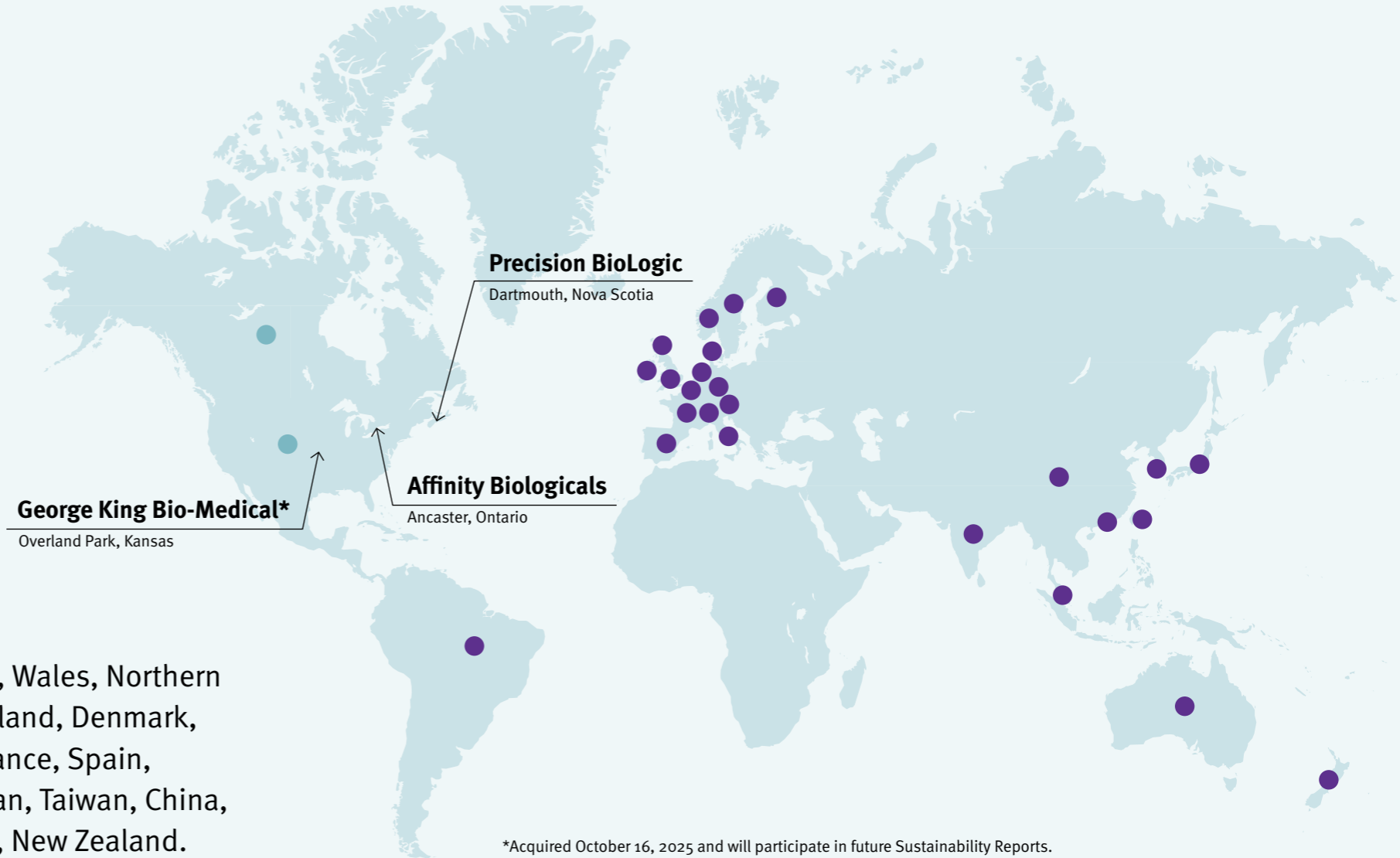


■ Direct Sales
■ Distributor Sales

Sales by Region
(As of December 31, 2025)



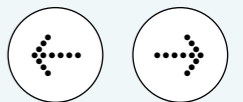
■ North America
■ Europe
■ Rest of World



*Acquired October 16, 2025 and will participate in future Sustainability Reports.

Direct sales (●) in North America.

Distributor sales (●) in Brazil, England, Scotland, Wales, Northern Ireland, Republic of Ireland, Norway, Sweden, Finland, Denmark, Netherlands, Germany, Belgium, Luxembourg, France, Spain, Switzerland, Austria, Italy, Republic of Korea, Japan, Taiwan, China, Hong Kong, Singapore, India, Malaysia, Australia, New Zealand.





Vision

To improve quality of life for all through scientific innovation.

Mission

We provide tools to help laboratory professionals make the best decisions faster.

Values

Respect, Accountability, Cooperation, Collaboration, Compassion.





SUSTAINABILITY

Our ESG commitment.

IN 2024, our ESG steering committee conducted a **materiality assessment** to identify and prioritize the ESG issues that are most relevant to us and our stakeholders. Five key areas were identified:

1. Business Continuity
2. Commitment to Quality
3. Business Ethics & Governance
4. A Healthy Workplace
5. Environmental Impact

Business Continuity

Build a resilient organization to support the delivery of crucial diagnostic and research products to our customers.

Commitment to Quality

Champion quality throughout our organization to ensure the safety and reliability of our products and services while meeting or exceeding regulatory requirements and customer expectations.

Business Ethics & Governance

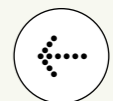
Provide the framework for honest, responsible corporate conduct, integrating moral principles into company rules and structure to ensure accountability, transparency, and fairness for all our stakeholders.

A Healthy Workplace

Foster a diverse and inclusive workplace that emphasizes employee safety, physical and mental well-being, and professional development.

Environmental Impact

Minimize our environmental footprint while fulfilling our mission to help lab professionals make the best decisions faster.



2025 Focus

For 2025, we specified goals for four of our five priority areas:

Business Continuity

Create a business continuity plan that includes robust contingency plans that address stakeholders, processes, and facilities.

Business Ethics & Governance

Improve our supplier audit process to assess the ESG programs of our key suppliers.

A Healthy Workplace

Increase Precision BioLogic's eNPS score by 10 points and Affinity Biologicals' eNPS score by 25 points.

Environmental Impact

Reduce GHG emissions and reduce energy consumption.

As ISO 13485 certified organizations, Precision BioLogic and Affinity Biologicals have strict quality requirements that are monitored and measured by our Quality teams, therefore we did not create quality-related goals for our ESG initiative.





ACTIVITIES DURING THE YEAR

2025 actions.

2024 WAS A YEAR of learning, self-reflection, and preparation as we began our sustainability journey. Early in 2025, we published our inaugural Sustainability Report and turned our sights to putting our plans in motion.

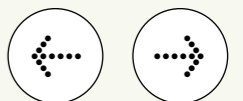
Business Continuity

2025 saw Precision BioLogic and Affinity Biologicals undertaking several initiatives to ensure business continuity and growth. These initiatives took precedence over creation of a formal business continuity plan, which is now targeted for 2026.

In mid-December 2024, Precision BioLogic began construction of a 5,000 square foot addition to its facility in Nova Scotia.

Construction wrapped up in October 2025. The addition prepares us for future growth and streamlines workflows by providing more space for storage and logistics, a dedicated analyzer room to support streamlined and shared use of equipment by both R&D and Operations, and redesigned lab and manufacturing areas.

In 2025 Precision BioLogic also completed its multi-year IVDR remediation project. IVDR is the new *in vitro diagnostic device regulation* governing IVDs in the EU. To maintain our CE mark for our most popular in-market devices and protect our EU sales, we chose to remediate 23 diagnostic products. Over the course of the project, we secured new QMS certification,





We're IVDR Ready! Precision BioLogic staff celebrate meeting new regulatory requirements to sell our products in the EU.

obtained regulatory clearance for each of the products, and updated product labelling, which included moving from paper product instructions to online instructions available in multiple languages.

At Affinity Biologicals, we reconfigured existing infrastructure to expand our plasma lab. In doing so, we increased our factor deficient plasma manufacturing capacity and added redundancy to ensure uninterrupted operations. There's even space to grow further as demand increases.

Business Ethics & Governance

Given the nature of our business, our operations are largely guided by policies and procedures. In 2025, we focused on creating policies centered around our ESG program. We created and implemented new policies to reinforce ethical behavior and ensure the wellbeing of our people. Specifically, we created a **Code of Conduct** to define the principles and expectations that guide our employees, partners, and other stakeholders, and a **Diversity, Equity, and Inclusion Policy** to foster an inclusive environment where diversity is celebrated and all employees feel valued, respected, and empowered to contribute their best work.

Personnel resources impacting our Business Ethics & Governance subcommittee pushed our 2025 goal of improving our supplier audit process to assess the ESG programs of our key suppliers into 2026.

A Healthy Workplace

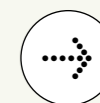


Following our 2024 employee survey, our management teams met to review survey results and employee feedback. With input from employees, a plan was developed to identify and address four areas: integration between sites; workload and workplace stress; compensation and benefits; and career development and growth.

Work continues, however, we made good progress as shown in our 2025 survey results: Precision BioLogic's eNPS score surpassed its goal of a 10-point increase by two while Affinity Biologicals' score increased dramatically by 20 points, falling just shy of its goal by five points.

eNPS Survey Results

	2019	2021	2024	2025
Precision BioLogic	53	25	30	42
Affinity Biologicals	-24	-31	-57	-37



Environmental Impact

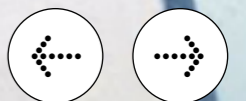
Over the course of 2025, there were several initiatives to reduce our environmental impact. We:

- ▶ Investigated and implemented energy efficient technology during Precision BioLogic's facility expansion. Specifically, an efficient HVAC system and motion-detector LED lighting.
- ▶ Expanded our freezer replacement program to replace older, inefficient units with more energy efficient ones that use low GWP (global warming potential) refrigerants.
- ▶ Replaced inefficient lighting with LED lights to reduce energy consumption throughout our facilities.
- ▶ Upgraded hot water heaters to more energy efficient units.

To support local flora and fauna we:

- ▶ Installed bird houses at both locations.
- ▶ Planted native plants and pollinators in gardens at Affinity Biologicals. A similar initiative will take place at Precision BioLogic in 2026 now that the facility expansion is complete.
- ▶ Held an education session for all employees and gave them wildflower seed packs for their home gardens.

In 2025, we expanded our freezer replacement program to replace older, inefficient units.

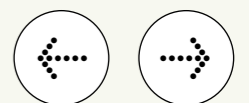
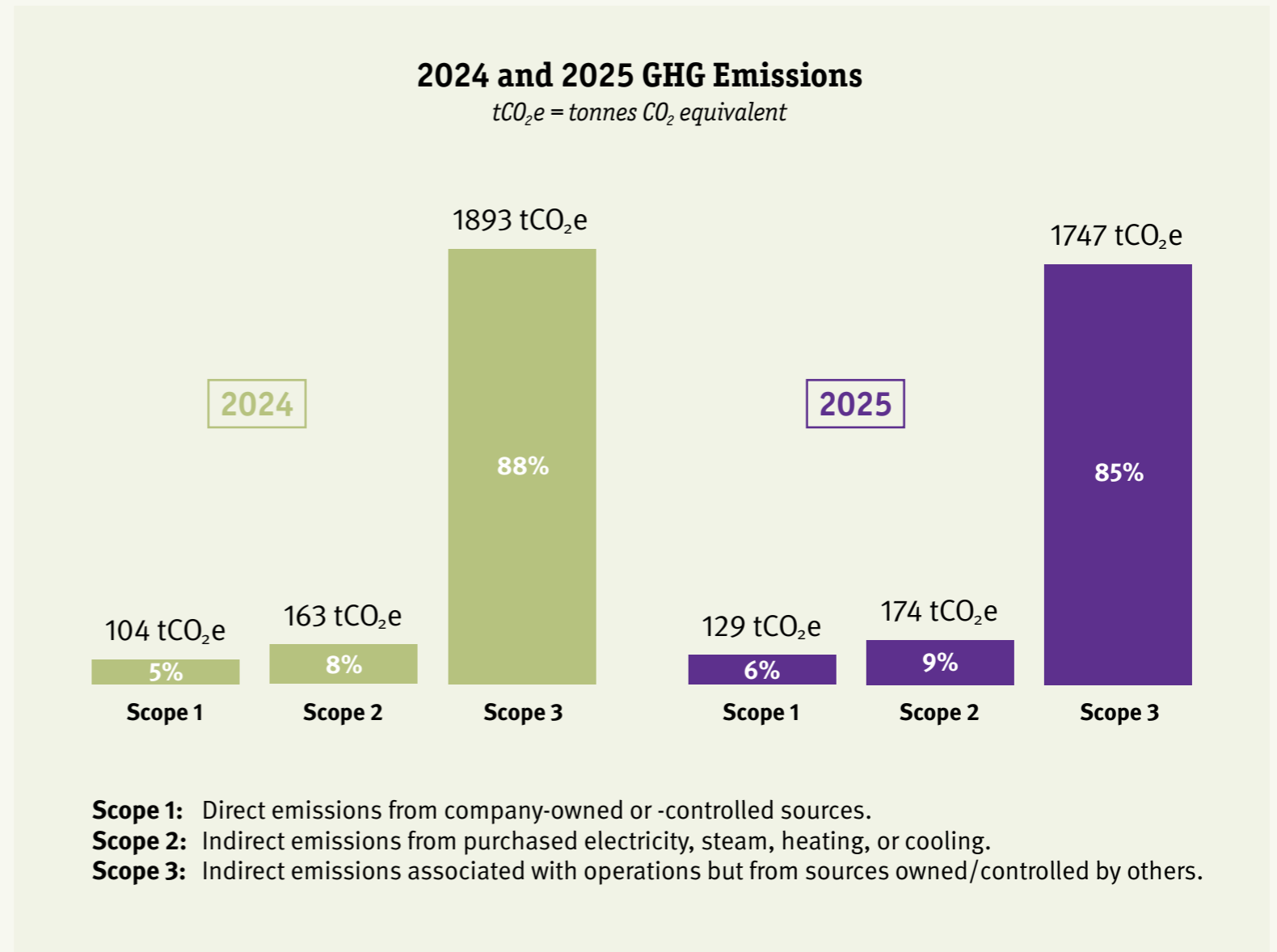




Greenhouse Gas Emissions

Scope 1 and 2 emissions both rose slightly in 2025. We attribute these increases to construction at Precision BioLogic and renovations at Affinity Biologicals as detailed under Business Continuity above. We also had increased “refrigerant leakage” levels in 2025 due to an increased number of obsolete freezers being disposed of at both sites as well as refrigerant top-up for a cold room that had a minor leak. Now that facility work is complete, we anticipate Scope 1 and 2 emissions to hold steady or decline in 2026.

Scope 3 emissions decreased in 2025. This decrease is due to an error in the Purchased Goods and Services section for 2024 along with decreases in the following categories: waste (87 tonnes in 2024 vs. 25 tonnes in 2025) and business travel (150 tonnes in 2024 vs. 68 tonnes in 2025). The decrease in waste is in large part due to how we calculated by converting yards to tonnes in 2024; we were still in the learning phase and are becoming more accurate in our calculations.





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