HAMILTON

Hamilton Company FY26 Sustainability Report

Primary Reporting Period: July 1, 2025 – June 30, 2026



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Executive Summary

Fiscal Year 2026 represents a defining chapter in Hamilton Company's evolution, one where precision engineering meets corporate responsibility, and where our family legacy becomes a platform for long-term impact.

For more than 70 years, Hamilton has been synonymous with quality and innovation in life sciences. From Clark Hamilton's first lead-shielded syringe in the late 1940s to today's advanced automated liquid handling platforms, our mission has remained constant: **we drive innovation to improve people's lives**. Hamilton remains a family-owned, family-led company embedding sustainability into that mission not as a side project, but as a core business strategy that makes our products better, our operations more efficient, and our company more resilient.

This year marks many sustainability milestones, including Hamilton's first public-facing sustainability report, our first-year reporting as a signatory to the UN Global Compact, and our first EcoVadis score with year-over-year data to show where we are making progress and what we're working on next. In the last year, our first cardboard baler came online, solar panels on more than half of our buildings went live, and we implemented packaging redesign on our core products to reduce shipping waste. We also refreshed our Code of Conduct and began engaging our suppliers on sustainability for the first time.

These aren't just milestones; they're the infrastructure for an Environmental Management System. We now have the data, the governance, and the team in place to set science-based targets, track progress transparently, and deliver the kind of supplier data our customers increasingly need for their own sustainability reporting. Because we're a privately held, family-led company, we have the freedom to take the long view and invest in what's right, not just what's required.

Sustainability is complex, but our approach is straightforward: measure what matters, focus on the biggest opportunities, and be honest about where we are and where we're headed. This report is designed for procurement teams evaluating suppliers, customers curious about our environmental commitments, and employees proud of what Hamilton is building together.

Thank you for taking the time to learn about Hamilton's sustainability journey. We're just getting started.

Hamilton Corporate Culture Pillars

At Hamilton, sustainability is not a standalone initiative; it is a strategic extension of the values that have defined our business for over seven decades. Our framework is built upon four interconnected pillars: Environment, People, Values, and Innovation. These pillars serve as our foundation for effective decision-making and operational excellence.

By anchoring our strategy in these pillars, we ensure that Hamilton remains a responsible corporate citizen while leveraging our greatest competitive advantage: the ability to innovate for a better world. This long-term perspective, inherent to our identity as a family-owned business, allows us to invest in sustainable solutions that deliver value to our customers, our employees, and the global environment.



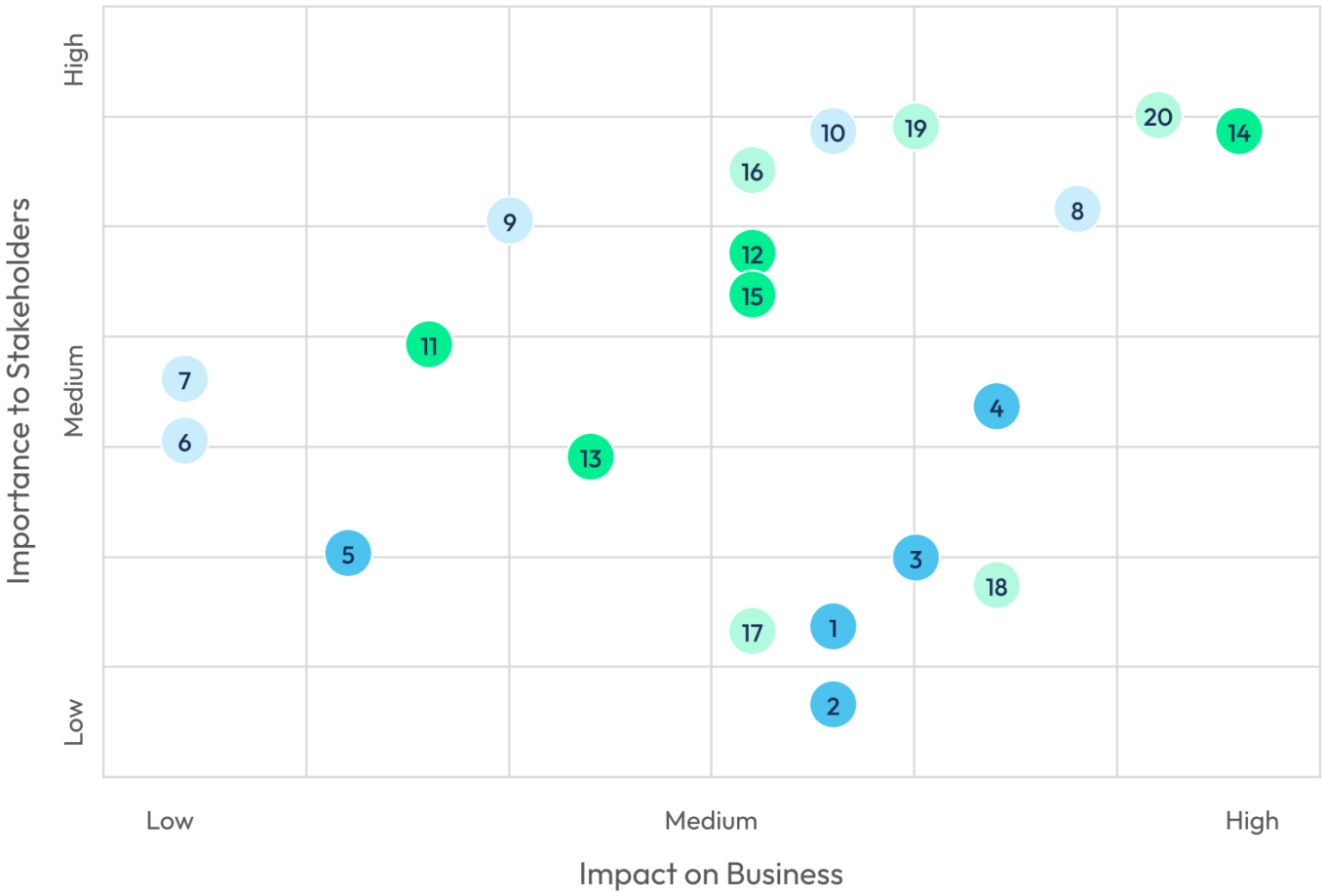
2025 Materiality Assessment

Materiality assessments are an important tool for identifying and prioritizing the sustainability topics that matter most to both our business and our stakeholders. Based on our core pillars, Hamilton identified five sustainability topics for each pillar and used employee surveys and stakeholder interviews to determine their impact on business and importance to stakeholders.

By evaluating what our stakeholders care about most and where the greatest potential risk exists to our long-term success, we ensure our sustainability strategy focuses on the areas where we can drive the most meaningful change.

Hamilton Company Materiality Matrix

October 2025



Environment People Values Innovation

1 Climate impact & emissions
2 Energy use
3 Product lifecycle impacts
4 Waste management & Recycling
5 Water use & discharge
6 Community engagement & social impact
7 Diversity & inclusion
8 Employee health & safety
9 Human rights & labor practices
10 Talent management & training
11 Corporate governance & leadership
12 Data privacy & cybersecurity
13 Ethical business practices
14 Regulatory compliance
15 Responsible procurement
16 Corporate Strategy
17 Economic performance
18 Process optimization
19 Product & packaging innovation
20 Product quality & safety

UN Sustainable Development Goals and UN Global Compact



The United Nations' 17 Sustainable Development Goals (UN SDGs) give governments and organizations around the world a shared, measurable framework for translating sustainability ambitions into structured action. For Hamilton, these goals align naturally with our existing culture pillars and provide a clear external reference point for our strategy. Rather than treating all 17 goals as equally applicable, we focus our efforts where our business has the most direct impact and where meaningful progress is within our reach: SDG 3 (Good Health and Well-Being), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action).

In 2026, Hamilton Company formally joined the United Nations Global Compact, the world's largest voluntary corporate sustainability initiative, with over 20,000 member companies across 160 countries. By joining, Hamilton pledged to align our operations and strategy with the Ten Principles covering human rights, labor standards, environmental responsibility, and anti-corruption, and to report publicly on our progress each year.

This report serves as Hamilton's inaugural Communication on Progress (COP) with a full index mapping each of the Ten Principles to the relevant sections of this report in Appendix B.

SDG	FY26 Achievements
SDG 3, Good Health	TRIR 2.24 (32% below benchmark); comprehensive health benefits
SDG 8, Decent Work	800+ Reno employees; tuition reimbursement; 700+ performance reviews
SDG 9, Innovation	New warehouse with 450 kW solar; Design for Sustainability training; sustainable packaging
SDG 12, Responsible Consumption	38% waste diversion; baler commissioned; packaging redesign for recyclability
SDG 13, Climate Action	SBTi commitment signed Feb 2026; GHG inventory with a decrease of Scope 1 & 2 emissions of 2%

This report serves as Hamilton's inaugural Communication on Progress (COP) with a full index mapping each of the Ten Principles to the relevant sections of this report in Appendix B.

EcoVadis Achievement

In FY2026, Hamilton received our first EcoVadis sustainability rating, a significant milestone in our program's maturity and a direct demonstration of the progress we have made since establishing our sustainability program in 2025.

EcoVadis is the world's leading provider of business sustainability ratings, assessing companies across four themes: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. Hamilton's inaugural rating of 42 out of 100 reflects meaningful performance across all four areas.

For our procurement customers, an EcoVadis rating provides a standardized, auditable assessment of our sustainability practices, replacing the need for custom supplier questionnaires and providing independent verification of our sustainability claims.

This score is a starting point, not a ceiling. Our assessment identified clear paths to improvement we are already implementing, including a formal Sustainable Procurement Policy, membership of the UN Global Compact, and this, our first publicly available sustainability report in line with the SASB reporting standards. EcoVadis isn't just an assessment for us, it's a reputable roadmap for improvement. We welcome this external accountability as a driver of continued progress and validation of improvement through future assessment feedback.





Environment

Greenhouse Gas Emissions

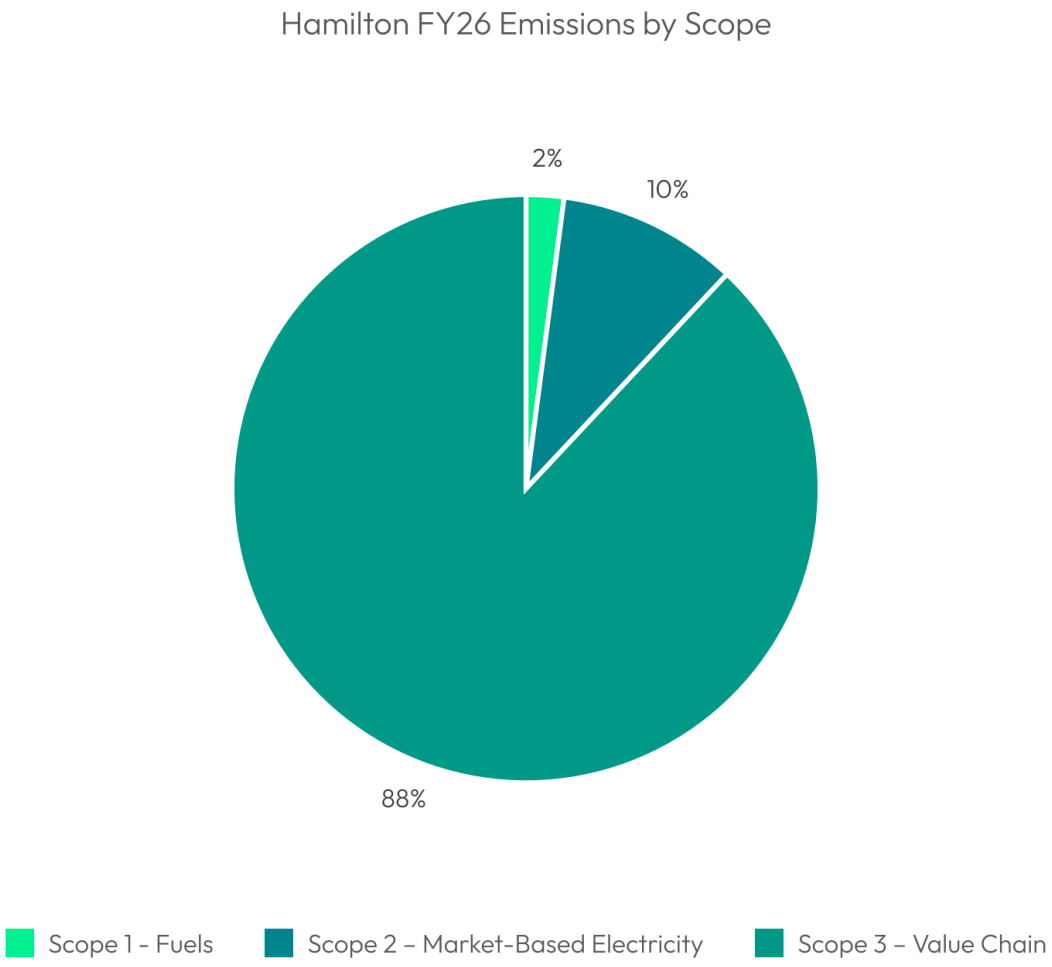
In Fiscal Year 2025, Hamilton established a robust foundation for our climate transition by completing our inaugural comprehensive Greenhouse Gas (GHG) inventory. In FY2026, we completed our second consecutive inventory, improving our data quality, improving our data validation, and establishing methodologies that can set us up well for long-term reporting and target setting. This inventory is conducted in strict alignment with the GHG Protocol Corporate Standard, encompassing Scope 1, Scope 2 (market-based and location-based), and all relevant Scope 3 categories. Our carbon accounting process is managed through a dedicated climate management and accounting platform, providing the data integrity, auditability, and year-over-year consistency that credible climate disclosure requires.

With two full inventory cycles now complete, we can report on our emissions trajectory for the first time. As a growing company with an expanding global footprint, some year-over-year increase in absolute emissions is expected. FY2026 total gross emissions rose 13.8%, driven primarily by growth in Purchased Goods & Services, Capital Goods, and Use of Sold Products all of which reflect business expansion rather than deteriorating efficiency. At the same time, where we have taken direct action, we are already seeing results. Our onsite solar generation came online for the final two months of FY2026, contributing an initial reduction in our Scope 2 emissions, with a full year of renewable generation expected to deliver meaningfully greater reductions in FY2027. Our recycling and waste reduction initiatives reduced our Scope 3.5 Waste emissions by 12.4% in FY2026. These are early indicators of a sustainability culture taking hold, and they lay the groundwork for the more significant reductions that our sustainable procurement program, targeting Purchased Goods & Services (representing over 50% of our total footprint) is designed to deliver.

We are committed to continuous improvement in both our emissions performance and the quality of our climate disclosures. Our initial inventory utilized a hybrid approach combining primary activity data with spend-based estimates where direct data were unavailable. We are actively transitioning toward higher-granularity primary data across all global subsidiaries, improving the precision of our own reporting while enabling customers who rely on Hamilton's emissions data for their own Scope 3 disclosures to do so with greater confidence.

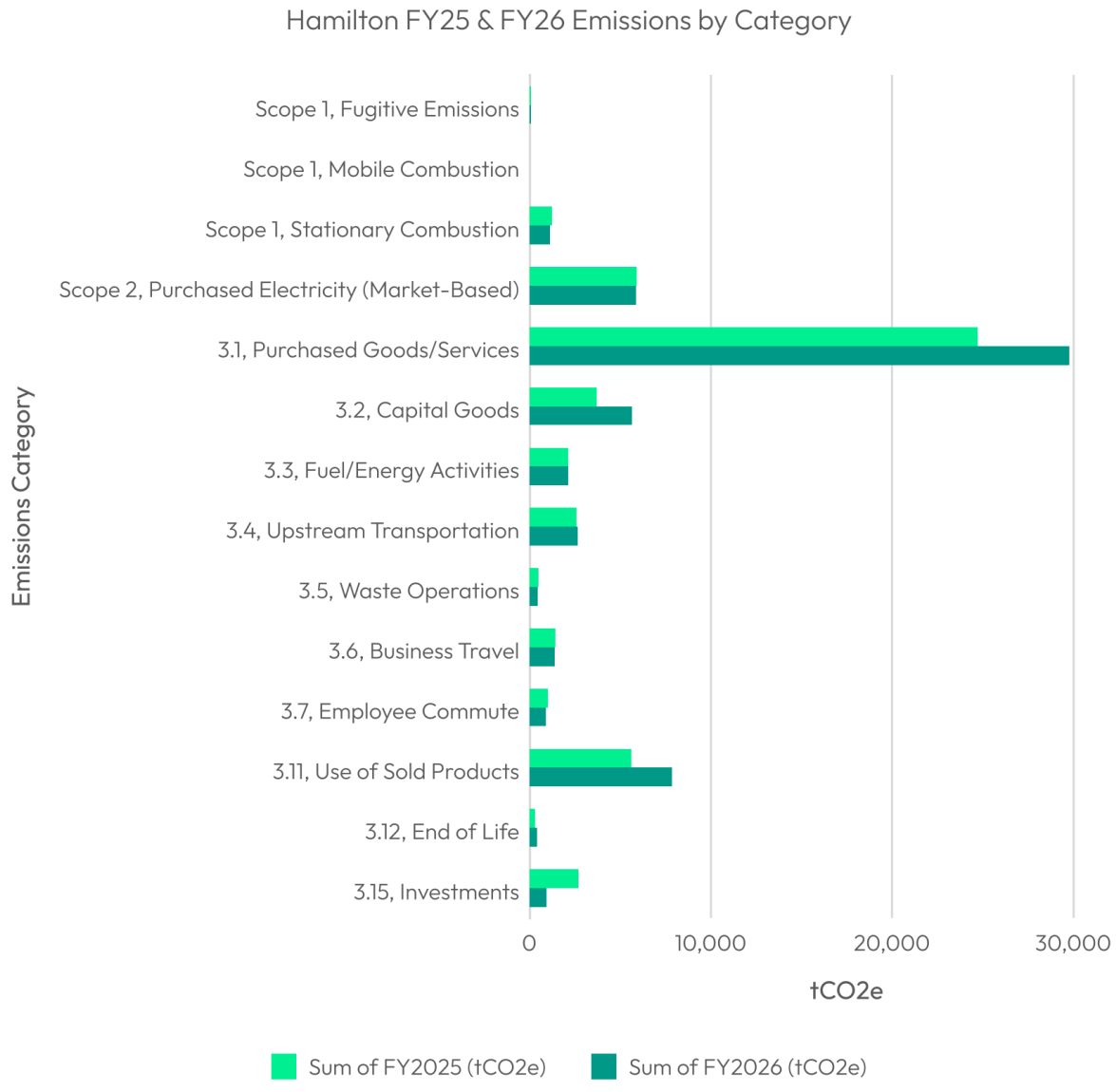
Beyond our carbon accounting, Hamilton maintains a rigorous approach to local environmental stewardship. Our Reno, NV manufacturing facilities operate in full compliance with all applicable local and federal air pollution regulations and permitting requirements.

Emissions Scope	FY26	Percentage
Scope 1 - Fuels	1,233	2%
Scope 2 – Market-Based Electricity	5,888	10%
Scope 3 – Value Chain	52,293	88%
Total	**59,414**	**100%**



Emissions Category	FY2025 (tCO2e)	FY2026 (tCO2e)	Percent Change
Scope 1, Stationary Combustion	1,264.1	1,143.8	-9.5%
Scope 1, Fugitive Emissions	75.9	76.7	1.0%
Scope 1, Mobile Combustion	11.9	12.2	2.5%
Scope 2, Purchased Electricity (Market-Based)	5,930.7	5,888.2	-0.7%
Total Gross Scope 1 & 2	**7,282.7**	**7,120.9**	**-2.2%**
3.1, Purchased Goods/Services	24,746.9	29,771.0	20.3%
3.2, Capital Goods	3,730.0	5,665.3	51.9%
3.3, Fuel/Energy Activities	2,158.0	2,139.1	-0.9%
3.4, Upstream Transportation	2,612.8	2,692.1	3.0%
3.5, Waste Operations	520.0	455.3	-12.4%
3.6, Business Travel	1,430.8	1,412.0	-1.3%
3.7, Employee Commute	1,038.9	919.2	-11.5%
3.11, Use of Sold Products	5,637.4	7,875.0	39.7%
3.12, End of Life	335.9	416.4	24.0%
3.15, Investments	2,721.0	948.0	-65.2%
Total Gross Scope 3	**44,931.6**	**52,293.4**	**16.4%**
Total Gross Emissions	**52,214.3**	**59,414.2**	**13.8%**

Hamilton uses the equity share approach to properly account for all subsidiaries and equity ownership, including Hamilton Company and our subsidiary Hamilton Storage across all emissions categories.


Hamilton FY25 & FY26 Emissions by Category
Emissions Category
Scope 1, Fugitive Emissions
Scope 1, Mobile Combustion
Scope 1, Stationary Combustion
Scope 2, Purchased Electricity (Market-Based)
3.1, Purchased Goods/Services
3.2, Capital Goods
3.3, Fuel/Energy Activities
3.4, Upstream Transportation
3.5, Waste Operations
3.6, Business Travel
3.7, Employee Commute
3.11, Use of Sold Products
3.12, End of Life
3.15, Investments
0
10,000
20,000
30,000
tCO2e
Sum of FY2025 (tCO2e)
Sum of FY2026 (tCO2e)



SBTi Commitment

The completion of Hamilton's comprehensive FY25 GHG baseline provided the empirical foundation necessary to transition from carbon accounting to active decarbonization. In FY2026, Hamilton formally signed its commitment letter to the Science Based Targets initiative (SBTi), joining a global coalition of leaders dedicated to limiting global warming to 1.5 degrees Celsius. We are now in the process of developing rigorous, company-wide emission reduction targets aligned with the latest climate science.

Hamilton is committed to meeting our deadline and validating our SBTi targets by the end of 2027, ensuring that our operational growth is decoupled from our carbon footprint with a science-backed roadmap for achieving it.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

COMPANY	NEAR-TERM STATUS ⓘ	NET-ZERO STATUS ⓘ	ORGANIZATION TYPE	
Hamilton Company United States of America, Northern America	COMMITTED	—	Corporate	View more



Energy Management

Hamilton continues to invest in energy efficiency and renewable electricity generation to reduce our energy-related emissions. In FY26, partnering with the Industrial Training and Assessment Centers (ITAC), we implemented recommendations from our energy assessment opportunities for energy conservation, waste minimization, and productivity improvements. Motion-activated LED lights, HVAC maintenance, and machinery optimization were implemented throughout 2026.

This year, our 450-kW rooftop solar installation, spanning five of our nine manufacturing buildings, moved from construction to full operation, generating on-site renewable electricity for the final months of FY2026. While our subsidiary Hamilton Storage has had onsite solar for years covering a percentage of their annual consumption, the addition to our main manufacturing site in Reno, NV for Hamilton Company is expected to cover over 10% of our annual consumption going forward.

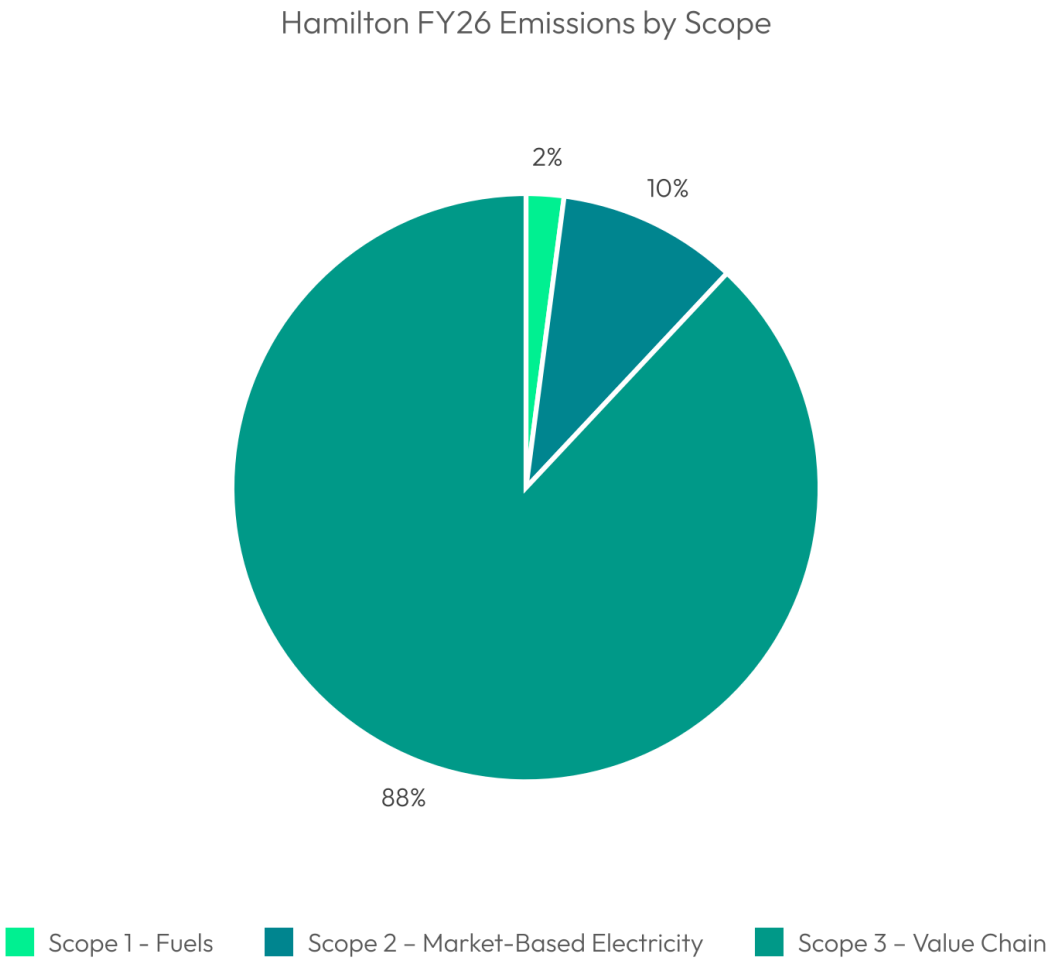
Fiscal Year	Total Energy Used (kWh)	Total Energy YoY Change	Solar Generation	Solar YoY Change
FY2025	25,240,398	-	178,645	-
FY2026	24,616,989	-2.5%	334,443	+87%

Waste Management

In FY26, Hamilton improved upon our FY25 waste baseline and improved our diversion rate from 25% to 38%. Through recycling programs for scrap metal, pallets, cardboard, mixed recycling, and office paper, Hamilton recycled over 359 tons of material in FY26. We also take a rigorous approach to electronic waste, maintaining a dedicated e-waste program to ensure all production-related electronic scrap is recycled responsibly through certified partners. To further promote circularity, we host an employee auction that gives used office electronics a second life.

In FY2026, our new industrial baler, commissioned in our advanced warehouse, moved into full operation, enabling the systematic recycling of cardboard and plastic at Hamilton's highest-volume waste location. This infrastructure upgrade, combined with continued scrap metal recycling, our campus-wide mixed recycling in break rooms, and continued waste efficiency improved our waste diversion performance significantly. Actively managing our waste streams is a clear opportunity to reduce our operational costs while minimizing our environmental impact. We continue to pursue future improvements with challenging waste streams like our scrap plastics. Hamilton continues to use wastewater evaporators to minimize hazardous waste output, which is down to 4% (37.6 tons) of total waste in FY26 from 5% (47.8 tons) in FY25.

Waste Category	FY2025 (tons)	FY2026 (tons)
Hazardous Waste	47.8	37.6
Landfilled	673.5	544.0
Recycled / Diverted	235.5	358.7
Total Waste	956.8	940.3
Diversion Rate	24.6%	38.2%



Water Stewardship

Hamilton sources its water from the Truckee River via the Truckee Meadows Water Authority (TMWA) and recognizes the critical importance of water conservation within the high-desert biome of Northern Nevada. To mitigate our environmental impact, we operate as a zero-discharge facility, utilizing onsite evaporators to ensure that no operational process water is returned to the domestic water supply. This closed-loop approach effectively eliminates the risk of downstream water pollution and ensures total control over our liquid waste streams. This reflects a precautionary approach to environmental risk, putting controls in place to prevent harm before it occurs, rather than responding after the fact.

In FY2026, nearly 80% of our total water usage was not for industrial processes, but for irrigation of our campus. Hamilton is proud to manage a green campus with over 300 trees for wellbeing and shade on daily walks. Hamilton has worked with Reno's Urban Forester on this urban biodiversity program to keep our trees healthy and get them the water they need for Reno's warming climate. Additionally, we have integrated climate-resilient landscaping into our expansion strategy. Our new advanced warehouse and parking garage feature water-efficient landscaping and native vegetation that minimizes irrigation requirements while supporting local biodiversity. As Reno is the fastest-warming major US city, water management becomes increasingly important as our summers get warmer and warmer.

Metric	FY2025	FY2026	Percent Change
Total Water Consumption (gallons)	14,116,589	14,854,481	+5%
Industrial Wastewater Discharged (gallons)	0	0	-

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People

In FY2026, Hamilton provided employment to over 800 employees based at our headquarters in Reno, Nevada, with nearly 300 service and sales employees around the nation. We are proud to be among the largest technology companies in Reno, Nevada, contributing to the city's growing manufacturing ecosystem. Hamilton is dedicated to creating a safe, inclusive, and supportive work environment for all our employees.

Policies for Protection

Hamilton operates under a robust governance framework designed to ensure that integrity and accountability are embedded at every level of our business. Our foundational Code of Conduct and Behavior in Business policies set clear, non-negotiable expectations for ethical decision-making, professional integrity, and mutual respect. To maintain a culture of transparency, we provide all employees with a formal grievance mechanism through our Integrity Line, a secure channel for reporting potential harassment or ethical concerns without fear of retaliation. This system ensures that every voice can be heard and that all reported incidents are investigated responsibly to reach a fair and timely resolution. This robust policy system ensures there is no child labor, forced labor, human trafficking, or other human rights abuse within our operations. By aligning our internal operations with these rigorous standards, we protect our most valuable asset: our people.

These standards also outline our strict adherence to anti-corruption. Hamilton does not tolerate bribery, extortion, or corruption in any form, and employees are expected to raise concerns through the Integrity Line. Hamilton supports and respects internationally proclaimed human rights, and we do not knowingly allow our operations or business relationships to contribute to human rights abuses. We also respect our employees' right to freedom of association and collective bargaining, in line with applicable law. These policies are applicable to all Hamilton company entities.

Employee Wellbeing and Working Conditions

Hamilton values our employee wellbeing with health and wellness benefits including comprehensive Medical, Dental, Prescription, and Vision Insurance, Flexible Savings Accounts (FSA), Employee Assistance Programs (EAPs), Pet Insurance, Teledoc, and a Benefits Hub for over 1,000 employees. We also invest in our employees through a 401(k) Retirement plan with company matching contributions and a variety of employer-subsidized insurance options for employees and family members. We encourage our employees to utilize their Paid Time Off (PTO), including vacation days, sick leave, paid bereavement, and holidays.

Employee Health and Safety

Employee health and safety is one of Hamilton's top material topics. We maintain a proactive safety culture through monthly safety committees that engage employees across all levels, roles, and responsibilities to identify risks and implement continuous improvements, ensuring we not only comply with but exceed all local and national safety regulations. This open social dialogue on safety is reflected in our performance data, with incident rates far below industry benchmarks.

Metric	2025 (per 100 employees)	Industry Benchmark
Total Recordable Incident Rate (TRIR)	2.24	3.30
Days Away, Restricted, Transferred (DART)	1.32	2.10

All Health and Safety data is reported annually by calendar year (Jan-Dec): Hamilton's 2025 TRIR was 32% below the manufacturing benchmark; DART was 37% below benchmark. Industry benchmark: U.S. Bureau of Labor Statistics, Manufacturing sector.

Career Development

Hamilton is dedicated to the continuous professional development of our workforce, providing a structured ecosystem for long-term career advancement. We empower our employees to expand their expertise through a comprehensive tuition reimbursement program for continued education and a robust internal library of skills-based training designed to enhance both technical and leadership competencies. This growth is guided by our annual performance review process, which facilitates transparent dialogue between team members and managers, aligning individual aspirations with company goals and identifying clear pathways for promotion.

Metric	FY2026
Skills-Based Courses Provided	1,563
Average Course Completions per Employee	18.7
Employees Completing Annual Reviews	707
Employees with a Role, Position, or Compensation Change	971

Employee Tenure at Hamilton

One of the most revealing indicators of workplace quality is not a survey score, it is how long people choose to stay. As of June 30, 2026, Hamilton's direct employees have a **median tenure of 5.4 years**, nearly 40% above the U.S. private-sector median of 3.9 years and 10% above the durable goods manufacturing median of 4.9 years. Nearly one in seven Hamilton employees has 15 or more years of service, with nearly 80 employees over 20 years and our longest tenured employee coming up on 50 years with us next year. This reflects career stability, competitive compensation, and the security that comes from working for a family-owned company that does not pursue short-term cost-cutting at the expense of its workforce. For Hamilton's customers, this translates directly into product quality as long-tenured employees build deep precision manufacturing expertise that cannot be replicated by high-turnover operations.

BLS Category	BLS Median	Hamilton Median	Ratio
Private Sector Overall	3.9 years	5.4 years	1.38x
Durable Goods Manufacturing	4.9 years	5.4 years	1.10x

Direct regular employees only (N=1,075); contractors, interns and seasonal staff excluded. Tenure calculated on June 30, 2026. Benchmark: U.S. Bureau of Labor Statistics, Employee Tenure Summary, January 2026.

Discrimination and Harassment

Hamilton is committed to fostering a culture of integrity where every individual feels valued, respected, and empowered to succeed. We uphold clear standards of professional conduct, supported by training courses, to ensure all employees understand their responsibilities in maintaining a respectful and inclusive workplace. Central to our commitment is the Hamilton Integrity Line, a secure and confidential grievance mechanism allowing employees to anonymously report potential incidents, ensuring that concerns are addressed with clear accountability pathways. By strictly adhering to Equal Employment Opportunity (EEO) and reasonable accommodation standards, we remove barriers to entry and growth, ensuring that everyone has an equitable opportunity to build a career at Hamilton.




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Values

Community Engagement

Hamilton's values come to life through our support for the scientific community, including researchers facing real-world funding constraints. Through the Hamilton Research Support Grant, we help keep critical projects moving by providing access to essential laboratory equipment when budgets are under pressure, enabling scientists to maintain continuity in their work. We extend this commitment to the next generation by hosting local high school and university tours and offering internship programs for early-career professionals.

Compliance and Reporting

Hamilton maintains an unwavering commitment to regulatory excellence, ensuring full compliance with the international laws and standards governing the life sciences and manufacturing sectors. Our operations are anchored by a robust Quality Management System (QMS), validated by our ISO 9001 and ISO 13485 certifications, which guarantee the highest levels of precision, quality, and safety in our products. Beyond operational quality, we actively collaborate across our value chain to meet evolving global environmental mandates, providing critical data for material traceability and chemical safety in alignment with RoHS, REACH, and WEEE regulations.

Hamilton's Environmental Policy establishes requirements for chemical and substance compliance across our product portfolio, and we work with our supply chain to maintain appropriate compliance documentation. Our Supplier Code of Conduct establishes responsible sourcing expectations for our supply chain, including requirements related to conflict minerals. Suppliers are required to conduct due diligence in the sourcing of minerals from conflict-affected and high-risk areas and to provide supporting documentation upon request. Hamilton responds to customer requests for conflict minerals documentation using industry-standard reporting templates. By integrating these compliance frameworks into our core business processes, we provide our customers and partners with the assurance that Hamilton products are manufactured responsibly and meet the most stringent global environmental and safety requirements.

Responsible Procurement

Hamilton recognizes that our sustainability impact extends beyond our own facilities and into our global supply chain. To ensure our partners operate with the same integrity we hold ourselves to, we developed a formal Supplier Code of Conduct (February 2026), aligned with the UN Global Compact, ILO Core Conventions, and UN Guiding Principles on Business and Human Rights. The Code establishes minimum expectations for all suppliers and their subcontractors covering anti-corruption, labor and human rights, health and safety, and environmental management, including requirements for suppliers to measure and report Scope 1 and 2 emissions, conduct conflict minerals due diligence, and cascade these standards to their own supply chains. We have engaged key suppliers in high-impact categories, including waste, transportation, and business travel, to integrate accurate, primary activity data into our Greenhouse Gas inventory.

In 2026, Hamilton developed and implemented our Sustainable Procurement Policy. This program builds upon our Supplier Quality Assessments to incorporate sustainability principles across supplier selection, contracting, and performance management. This includes risk-based assessments for all Tier 1 suppliers through a third-party ESG risk platform covering climate, human rights, and geopolitical risk, with deeper engagement for strategic suppliers. As of FY2026, 13% of our supplier spend is covered by Supplier Code of Conduct acknowledgments, with a target of engaging 100% of Tier 1 suppliers by FY2027. By embedding these ethical and environmental standards into our sourcing practices, we are building a resilient supply chain that reflects Hamilton's core values.




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Innovation

Sustainable Manufacturing

In FY26, Hamilton completed construction of a new, state-of-the-art warehouse and manufacturing facility designed to responsibly scale our operational capacity while minimizing our environmental footprint. In FY2026, these systems moved from construction into full operation: the 450-kW rooftop solar installation began generating renewable electricity, the industrial baler commenced full cardboard recycling operations, and motion-activated LED lighting and low-water landscaping became standard features of our newest facility. This investment underscores our commitment to decoupling business growth from environmental impact by integrating high-efficiency infrastructure into our long-term expansion strategy.

Product and Packaging Sustainability

Since our inception, Hamilton has defined itself by a commitment to manufacturing dependable, high-quality instruments with an exceptionally long useful life. Upholding our standard as "The Measure of Excellence" means sustainability cannot be an afterthought, it must be built into design from the start. This year, we took a formal step in that direction by developing a Design for Sustainability training course for all product design teams, ensuring that environmental impact stands alongside precision, quality, and performance as a core principle of our R&D lifecycle.

That philosophy is already visible in how our products are built and supported. Our CO-RE II pipetting technology reduces the frequency of part replacements, extending the productive life of each instrument in the field. Our global service infrastructure reinforces this by prioritizing repairability and routine maintenance, keeping products in use longer and out of the waste stream. On the packaging side, we are replacing non-recyclable foam with sustainable clip-lock solutions, significantly reducing single-use foam across our product lines. And in 2025, we launched a pilot with a national electronics recycler to facilitate responsible end-of-life recycling of our automated liquid handlers, ensuring these complex devices are kept out of landfills and their materials recovered for a second life.

Looking ahead, we have also recently begun the submission of our first ACT EcoLabel for our best-selling syringe, a milestone that represents more than a simple product certification. This submission required Hamilton's first Product Carbon Footprint (PCF): a rigorous data collection and validation process that has taught us a great deal and laid the groundwork for deeper, product-specific sustainability analysis across our portfolio.

This work matters well beyond any individual product because our Scope 3 Value Chain emissions account for 88% of our company-wide greenhouse gas footprint. This means that meaningful emissions reductions are impossible without a commitment to designing better, more sustainable products in the future, for us and our customers. The investments we are making today in design practices, packaging, and product lifecycle management are the foundation for that long-term progress.

01

Reduce Complexity:
Simplify product design to minimize parts and materials needed

02

Efficiency by Design:
Minimize energy and resource use during operation

03

Circular Upgrade & Refurbishment:
Extend product and material lifespan by designing for refurbishment

04

Durability:
Select materials and designs that extend product life

05

Material Selection:
Prefer recyclable, low-emission materials whenever possible

06

Modularity:
Interchangeable modules for easy repair, upgrade, and recycling

07

Packaging Optimization:
Recyclability and minimal material use

08

Product-Service Models:
Shift from ownership to service-based offerings





About This Report

Reporting Scope and Boundaries

This report covers the environmental, social, and governance (ESG) performance of Hamilton Company for Fiscal Year 2026 (July 1, 2025, to June 30, 2026) and activities up until the time of this report's publication on November 23, 2026.

All environmental metrics, including emissions, energy, water, and waste, are aligned with our fiscal year. Unless otherwise noted, data and narratives reflect operations at our headquarters in Reno, Nevada, which represents our entire manufacturing footprint and a large majority of our workforce.

Geographic scope:

- All GHG emissions categories include Hamilton Company (Reno, NV) and our 50% subsidiary, Hamilton Storage.
- Social and governance metrics reflect Hamilton Company (Reno, NV) unless otherwise specified.
- We are committed to expanding the scope of our reporting as our data management systems mature and as we integrate sustainability practices across our global organization.

Reporting Frameworks

This report is prepared with reference to the following frameworks: GHG Protocol, UN Global Compact (first Communication on Progress, FY2026), UN Sustainable Development Goals (SDGs 3, 8, 9, 12), and SASB Medical Equipment & Supplies (HC-MS 2023-12).

- **GHG Protocol Corporate Standard:** Defines organizational and operational boundaries, categorizes emission sources, and ensures comparability of our annual GHG inventory.
- **UN Global Compact (first Communication on Progress, FY2026):** Hamilton joined the UN Global Compact in 2026, and this report serves as our first Communication on Progress (CoP) against the Ten Principles. The UNGC Communication on Progress (CoP) alignment table appears in Appendix B.
- **UN Sustainable Development Goals:** Hamilton aligns its activities to SDGs 3, 8, 9, 12, and 13. Progress is reported on page 6.
- **SASB Medical Equipment & Supplies (HC-MS) Standard, 2023-12:** Hamilton reports against the SASB Medical Equipment & Supplies standard (HC-MS, 2023-12), which aligns with our industry and the topics most material to our operations: product safety, ethical marketing, product design and lifecycle management, supply chain management, and business ethics. The complete SASB HC-MS index appears in Appendix A.
- This report has not been independently assured.

Sustainability Governance

Hamilton Company is governed by a leadership team that includes the Chief Executive Officer, Chief Technology Officer, Director of Quality and Regulatory, and Directors throughout the organization responsible for Facilities, Human Resources, Information Security, Procurement, Finance, and Engineering. Sustainability strategy and execution is managed by the Sustainability Program Manager, who reports directly to senior leadership and coordinates cross-functional initiatives across the organization. Information security is overseen by our Director of IT and outlined in our Code of Conduct.

Key Governance Bodies:

- **Executive Leadership Team:** Sets strategic direction and allocates resources for sustainability initiatives.
- **Health & Safety Committees:** Monthly meetings engage employees at all levels to identify risks and drive continuous improvement.
- **Sustainability Program Manager:** Actively manages all sustainability program strategy, reporting, and project implementation.

*For questions about this report, our sustainability program, or to provide feedback:

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BIOS

Appendix A: SASB Index, Medical Equipment & Supplies (HC-MS 2023-12)

Hamilton reports with reference to the SASB Standards for the Medical Equipment and Supplies (HC-MS) sector. The table below cross-references each disclosure topic and metric to the relevant section of this report. This index is provided for investors, customers, and other stakeholders evaluating Hamilton's sustainability disclosures. All SASB metrics follow Hamilton's Financial Year (July 1, 2025, to June 30, 2026) for the most accurate and recent data available. This report has not been externally assured.

Topic	Metric Description	Where Addressed in This Report
Affordability & Pricing	**HC-MS-240a.2** Description of how price information for each product is disclosed to customers or to their agents	Hamilton discloses pricing electronically and through our direct sales team, with standard product prices available at hamiltoncompany.com. Our Code of Conduct governs ethical sales, marketing, and pricing practices for all employees and authorized representatives.
Affordability & Pricing	**HC-MS-240a.3** Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Hamilton does not publicly disclose weighted average list or net price change data due to the commercially sensitive nature of pricing information. Hamilton complies with all applicable pricing laws and regulations in every jurisdiction where we operate.
Product Safety	**HC-MS-250a.1** (1) Number of recalls issued, (2) total units recalled	(1) Recalls issued: 0 | (2) Units recalled: 0
Product Safety	**HC-MS-250a.2** Products listed in any public medical product safety or adverse event alert database	No Hamilton products are listed in any public adverse event databases reviewed for FY2026, including FDA MedWatch and the Manufacturer and User Facility Device Experience (MAUDE) database.
Product Safety	**HC-MS-250a.3** Number of fatalities associated with products	Zero fatalities are associated with Hamilton products during FY2026. (Page 18)
Product Safety	**HC-MS-250a.4** Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Zero enforcement actions were taken against Hamilton for violations of good manufacturing practices or equivalent standards during FY2026.
Ethical Marketing	**HC-MS-270a.1** Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Hamilton incurred no monetary losses from legal proceedings associated with false marketing claims during FY2026.
Ethical Marketing	**HC-MS-270a.2** Description of code of ethics governing promotion of off-label use of products	Hamilton's Code of Conduct and Behavior in Business Ethics Policy govern all product promotion and marketing conduct. Hamilton instruments are not FDA-cleared clinical devices and are not promoted for clinical patient-care use beyond their validated laboratory applications. All employees complete Code of Conduct training at onboarding; sales and customer-facing personnel receive enhanced periodic training on ethical conduct. (Page 17)

Topic	Metric Description	Where Addressed in This Report
Product Design & Lifecycle Management	**HC-MS-410a.1** Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Hamilton's Design for Sustainability framework guides product development to minimize environmental and health impacts. Products are assessed for compliance with RoHS and REACH restricted substance requirements, consistent with our Environmental Policy. Hamilton is currently pursuing its first ACT EcoLabel (My Green Lab) certification for a product line, anticipated in FY2027. (Page 25)
Product Design & Lifecycle Management	**HC-MS-410a.2** Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	(1) Devices and equipment: FY2026 marked Hamilton's first pilot to recycle product units and equipment at end of life. In FY2026, approximately 3.21 metric tonnes (7,075 lbs) of decommissioned instruments were accepted for take-back recycling. The pilot was successful and is being scaled to the full product portfolio. (2) Supplies: Hamilton consumables are not currently covered under a formal take-back program; evaluation is underway. We encourage all customers to dispose of used consumables and biomedical waste responsibly. (Page 25)
Supply Chain Management	**HC-MS-430a.1** Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality	(1) Hamilton manufacturing facilities certified to ISO 13485 and ISO 9001 undergo annual third-party surveillance audits to maintain certification. ISO 9001 covers 100% of our manufacturing facilities. (2) Hamilton requests ISO certification or equivalent evidence from Tier 1 suppliers at onboarding through our Supplier Quality Self-Survey for all new suppliers. In addition, 100% of Tier 1 suppliers have been assessed for business risk using IntegrityNext. (Page 22)
Supply Chain Management	**HC-MS-430a.2** Description of efforts to maintain traceability within the distribution chain	Hamilton maintains product traceability through manufacturing and distribution using our ERP system, tracking by part number, lot number, and serial number. Our ISO 13485-certified quality management system mandates traceability documentation for regulated product lines. Authorized distributors are required to maintain chain-of-custody records. (Page 22)
Supply Chain Management	**HC-MS-430a.3** Description of the management of risks associated with the use of critical materials	Hamilton manages risks associated with critical materials through its Environmental Policy and Supplier Code of Conduct. The Supplier Code of Conduct requires Tier 1 suppliers to conduct due diligence to ensure 3TG minerals (tantalum, tin, tungsten, gold) are responsibly sourced and to provide CMRT documentation upon request. Hamilton responds to incoming customer CMRT requests using the RMI Conflict Minerals Reporting Template. (Page 22)
Business Ethics	**HC-MS-510a.1** Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Hamilton incurred no monetary losses from legal proceedings associated with bribery or corruption during FY2026.
Business Ethics	**HC-MS-510a.2** Description of code of ethics governing interactions with health care professionals	Hamilton's Behavior in Business Ethics Policy governs gifts, entertainment, and hospitality involving all customers and health care professionals: cash or cash equivalents are never offered, business entertainment is conducted on the Hamilton Hosts model, and all such interactions are subject to the anti-corruption provisions of the Code of Conduct. (Page 17)
Activity Metric	**HC-MS-000.A** Number of units sold by product category	As a privately held company, Hamilton does not disclose the number of units sold by product category publicly.

Appendix B: UN Global Compact Communication on Progress

Hamilton Company joined the UN Global Compact in 2026. This report, covering the period July 1, 2025, through June 30, 2026, serves as our first Communication on Progress (CoP). The table below cross-references each of the Ten Principles to the section of this report where Hamilton's corresponding commitments, programs, and outcomes are described.

UNGC Principle	Where Addressed in This Report
Principle 1 (Human Rights): Support and respect internationally proclaimed human rights	Page 17 Policies for Protection; Page 22 Responsible Procurement
Principle 2 (Human Rights): Ensure no complicity in human rights abuses	Page 17 Policies for Protection; Page 22 Responsible Procurement
Principle 3 (Labor): Freedom of association and collective bargaining	Page 17 Policies for Protection
Principle 4 (Labor): Elimination of forced and compulsory labor	Page 17 Policies for Protection; Page 22 Responsible Procurement
Principle 5 (Labor): Abolition of child labor	Page 17 Policies for Protection; Page 22 Responsible Procurement
Principle 6 (Labor): Eliminate discrimination in employment and occupation	Page 19 Discrimination and Harassment
Principle 7 (Environment): Precautionary approach to environmental challenges	Page 15 Water Stewardship; Page 9 Greenhouse Gas Emissions
Principle 8 (Environment): Promote greater environmental responsibility	Page 9 (Environment); Page 25 Sustainable Manufacturing
Principle 9 (Environment): Development and diffusion of environmentally friendly technologies	Page 25 Sustainable Manufacturing; Page 25 Product and Packaging Sustainability
Principle 10 (Anti-Corruption): Work against corruption in all its forms	Page 17 Policies for Protection; Appendix A (HC-MS-510a)





Years of Experience
75+

Locations Worldwide
22+

Employees Internationally
3,000+

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