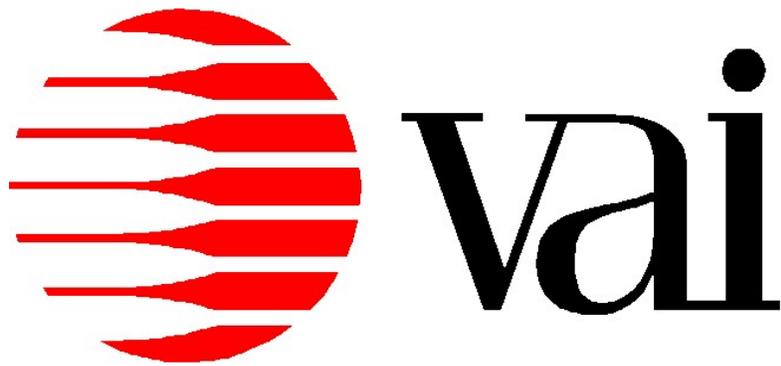


2025 CSR Report

Veltek Associates, Inc.

**Sustainable Innovations and Actions
for the Betterment of Our World**



**CONTROLLING CONTAMINATION,
THE RIGHT WAY.**

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2025 CSR Report

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2025 CSR Report

INTRODUCTION



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INTRODUCTION

A Message from Our President/CEO, Art Vellutato, Jr.

For 45 years, Veltek Associates, Inc. (VAI) has developed innovative products and services for the pharmaceutical, biotechnology, compounding pharmacy, healthcare, semi-conductor, electronics and aerospace markets. As a GMP manufacturing and testing operation, our footprint of products and services and our reach throughout the world becomes more extensive each day. As such, our Corporate Social Responsibilities grow more critical and are required to be defined in greater detail as each day passes for the betterment of society and our world which we all share.

Since our company's inception, a main focal point in our innovations and operations has been to assure that a strong sustainability model is integrated in our businesses for our environment, our personnel, and our community. In the older days, the world had no common and grouped termination of such actions as we do now in our modern-day world. Tracked throughout our history, VAI has proven to possess a corporate culture of sustainability. It is deeply rooted in our beliefs and actions as an organization. Sustainability is and will always be a core directive of VAI. And, because we have built an organization ingrained with such a core culture, improvements in sustainability over time encompasses all of VAI improving for all in the world.

Sustainability of the world's environment is a critical focus at VAI. In development of innovative GMP compliant sustainable products, there are many complicated and difficult challenges.



“At times, it is an extremely difficult challenge to balance patient safety and sustainability to protect the world’s environment.”

Many sustainable materials or systems available in the world may not be in the best interest of the patient. As such, and without hesitation, patient safety must remain the utmost concern. Sustainable packages, components, agents and processes must dually satisfy and exceed not only the outside world's environmental impact criteria but also to assure low particulates, microbiological, pyrogen and residual characteristics. At the same time, off gassing, allergenic materials, toxicity and other specific concerns such as sterility, stability, compounding and administration are accomplished appropriately to assure patient safety. Balancing patient safety and planet friendly solutions is a task that VAI has welcomed and will continue to welcome.



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A Focus On Environmental Protection :

VAI continues to improve sustainable energy efficient sources, capture of energy for reuse, reduction to the waste stream, increased recycling systems and investigate and invent modern sustainable packaging. Some of our highlighted milestones over the years include the following.

- ✓ Reduction of power usage in all facilities, by converting to LED lighting and occupancy setback points on all air handling systems.
- ✓ Purchasing renewable energy credits (RECs) for all facilities in 2025, enforcing our commitment to reducing our Scope 1 and Scope 2 emissions for 2025 and beyond.
- ✓ Setting a goal to achieve a zero waste to landfill status by 2050.
- ✓ Increase of product expiration dating through validation from 2 years to 5 years for sanitizers, disinfectants, sporicides, cleaner and saturated wiper products and from 5 years to 10 years in disposable garments and dry wiper products.
- ✓ 100% Waste Free status for filling operation where 100% of the batch is filled to final containers with no overage.
- ✓ Patent innovations to reduce chemical waste in containers.

Investments In Our Community and Personnel:

Our investment in the local communities where we operate has been extremely successful. For decades we have donated and given back to community

programs such as but not limited to public and private schools, fire companies, police, ambulance corps, homeless shelters, animal shelters/rescues/adoption, Department of Veteran Affairs Hospitals, local food banks, ADHD Foundations, Autism Foundations, Cancer Research, child and adult welfare programs. Combining our financial investment with volunteer VAI personnel who devoted countless hours in each of our communities to improve life for so many. In 2025 we exceeded 2,500 employee volunteer hours. This investment in our local communities has created long-term value for all involved. VAI is not just an innovative company. We are comprised of individuals willing to give back in personal time for the betterment of our local communities.

By engaging and empowering our people, we believe we have the power to take on any challenge, solve any problem and overcome any obstacle. Listening to different and diverse viewpoints, ideas and experiences in an inclusive environment, provides the framework for VAI to invest in not only its people but their ideas while learning from their experiences and unharnessing their talents. By empowering them with leadership tools, VAI can expand our footprint and effectiveness and hopefully become a betterment resource for all our communities.

Governance and Leadership:

VAI is not a conglomerate organization. By all definitions, VAI is a small, growth-oriented business. Wise people know that true leadership is not measured by financial wealth.



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Governance and Leadership (cont’):

Leading is the ability to listen and compromise. Leading carries great responsibility. Sanctioned and overseen by the Board of Directors, VAI has developed a strong infrastructure of leaders who are not only extremely talented in their daily corporate functions but are also extremely strong, responsible leaders.

Our outreach does not end at the community level. Its radius extends further to our multitude of suppliers, partner organizations, representatives, distributors and even our clientele. We are transparent in our sustainable goals and encourage sustainability in all who conduct business with VAI.

Employees and Diversity

Diversification of our employees and vendors is commonplace for VAI and has been since our inception to the marketplace. We encourage the understanding that performance is our main gauge. Simply, we believe in people and their abilities. Our workforce boasts an overall 19.72 retention rate from 1981-2025. Our work environment, dedication to employees and the environment we provide for them has assured that when someone comes to work for VAI, they have found a home and a family worth retaining for a long time. At VAI, one’s family, health and prosperity always come first.

For years into the future.....

We know that our sustainability efforts today are only a snapshot of what we will accomplish each day moving forward.

At our rate of growth, we also know our involvement will be both increased and heightened. We know our efforts only build each day upon one another to develop a better system for our company, employees, community and the world.

I am grateful to our employees, their families, our associates, our suppliers, our distributors, our stakeholders, our customers, and our business partners who have supported our CSR efforts to date and look forward to working diligently to improve their lives and the world as a whole.

Thank you for your support!

Art

Art Vellutato, Jr.
President/CEO/Senior API Consultant



2025 CSR Report

ABOUT VAI



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ABOUT VELTEK ASSOCIATES, INC. (VAI)

Since 1981, Veltek Associates, Inc. (VAI®), headquartered in Malvern, PA, has pioneered the design and manufacture of thousands of cleanroom solutions that surround contamination control. These innovations, many of them landmarks in the industry's history, allow our customers to overcome challenges and reach their business goals. Plus, VAI clients have more than a solutions provider, they have a partner and trusted advisor.

VAI is one of the leading worldwide developer and manufacturer of clean room innovations that address the entire spectrum of contamination control requirements to meet regulatory requirements.

Our goal is to provide complete, full circle contamination control products, service, testing and training. Unmatched in the industry, VAI combines multiple disciplines and related products and services that all combine to provide a full circle contamination control partner, technical support expert and GMP training resource for Pharmaceutical, Biotechnology, Compounding Pharmacy, Healthcare, Lab Animal, Semiconductor and Electronics requirements. The products and offerings from VAI's six divisions build upon each other, making the company a full-circle, single-source supplier able to address any pharmaceutical or biotechnology contamination control requirement.

With today's complex research challenges, new competition, and increasing government regulations, a true partnership is more important than ever. For us, it's simple. Innovation is about listening to industry challenges directly from our customers and not stopping until we find the answer.

Over 678 US and Worldwide Patents

(Issued and Pending)

GMP Manufacturing

GMP and GLP Testing Labs

Global Technical Support

Worldwide Product/Facility Registrations

Quality Systems

Worldwide Warehousing/Distribution

GMP Consulting and Training

GMP Custom/Contract Packaging

Together with our clients, we have been developing new solutions for the cleanroom industry for more than 40 years amassing over 678 worldwide patents (issued and pending).

Our innovations have allowed our clients to do remarkable things— from biotechnology breakthroughs to pharmaceutical discoveries— that help millions of people every day. From our early days of developing the first sterile garments to our latest innovations, VAI develops products that revolutionize and simplify aseptic manufacturing.



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ABOUT: DIVISIONS



Sterile Sanitizers, Disinfectants,
Sporicides, Cleaners, Lubricants, CIP



Disposable Garments, Masks,
Dry and Saturated Wipers



Particulate and Microbial
Monitoring Systems and Software



RFID, Cart Transfer Systems,
Labeling



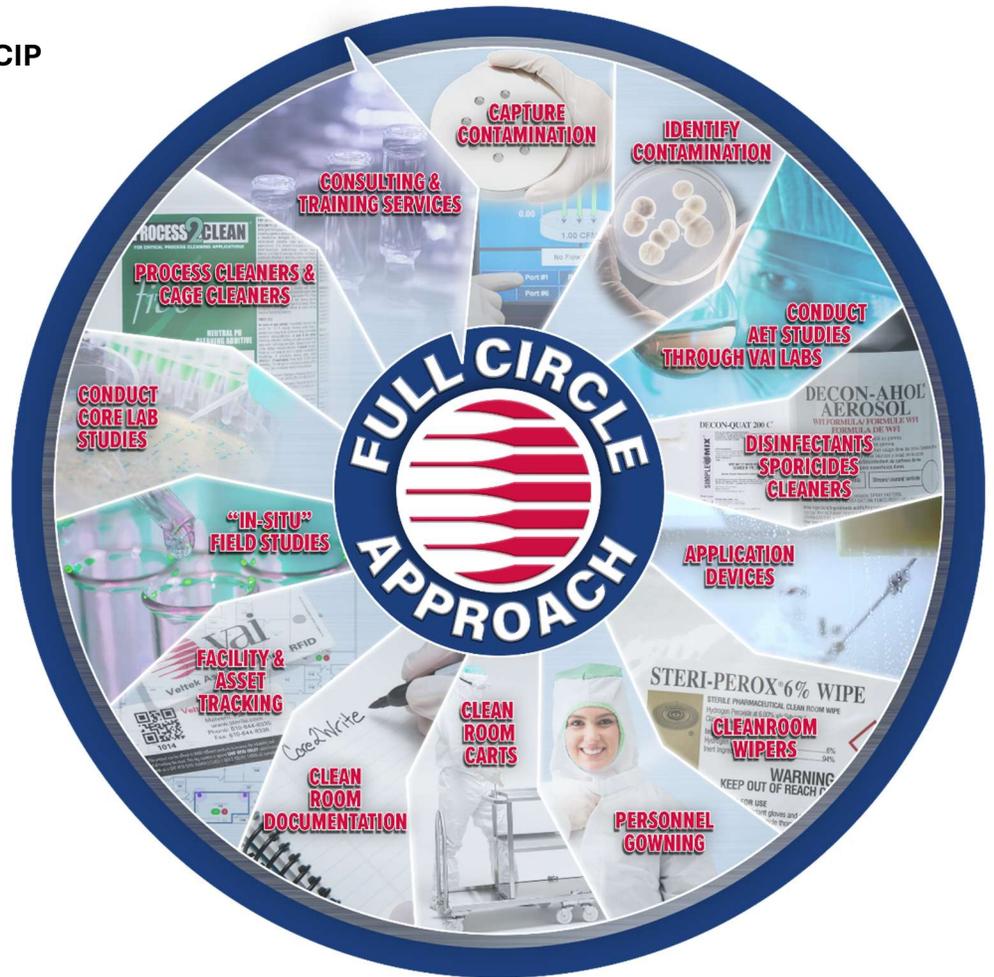
GMP/GLP Microbiological and
Chemistry Contract Laboratories



GMP Consulting and Training

Contamination Control

We Listen, We Develop, We Solve!



1,000+
WORLDWIDE
CUSTOMERS

245+
EMPLOYEES

678
WORLDWIDE
PATENTS

1,920
WORLDWIDE
Associates



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VAI FACILITIES

15 Lee Boulevard, MALVERN, PA:

82,000 sq. ft GMP/GLP

Cleanroom and Lab Operations

Manufacturing, Microbial, AET and Chemistry Testing.

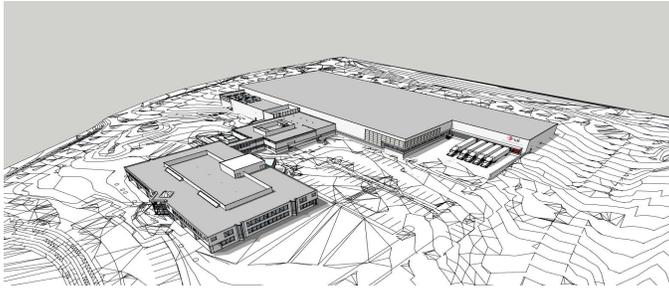


475 Creamery Way, EXTON, PA:

89,000 sq. ft GMP/GLP plus 150,000 sq. ft. expansion

Cleanroom and Lab Operations

Manufacturing, Microbial, AET and Chemistry Testing.



1 Tabas Lane, EXTON, PA:

160,000 sq. ft GMP Warehousing

H2/H3 Flammable, Chemical and General Storage

Component and Finished Goods



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VAI FACILITIES

1000 Armand Hammer Blvd, POTTSTOWN , PA

75,000 sq. ft GMP Warehousing
Raw Material, Component and General Storage
Component Storage



HAMBURG, GERMANY Warehouse/Fulfillment

280,000 sq. ft GMP Warehousing
H2/H3 Flammable, Chemical and General Storage
Finished Goods Fulfillment



Malaysia Warehouse/Fulfillment

Estimate 150,000 sq. ft GMP Warehousing
Garment, Face Masks, Wiper, Paper, Labels
Finished Goods Fulfillment



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VAI FACILITY, PRODUCT REGISTRATIONS AND FACILITY INSPECTIONS

At VAI, our commitment is to continually strive for the highest level of innovation, excellence, and compliance in all aspects of our operations that exceed all user, patient, legal and ethical expectations. Our corporate culture demands the utmost concern for patient and healthcare provider safety. We accomplish such stature through our undying expression to detail in our quality systems, manufacturing processes, testing, validation, compliance, R&D, product and facility registrations.

Those who operate in a GMP compliant regulatory system, know it is no easy task. VAI has been doing so for over 45 years with over 1,500 products and services. This level of compliance and quality enhances our customer's level of compliance and quality and in the end, benefits the patient.

Our facility, product and brand registrations include but are not limited to the following list.

United States:

- FDA - 21 CFR Part 210 and 211: U.S. Current Good Manufacturing Practices (cGMP) for Finished Pharmaceuticals
- FDA - Section 505G of the Federal Food, Drug and Cosmetic Act (FD&C Act (21 U.S.C. 355h))
- U.S. Environmental Protection Agency - 40 CFR Part 150-189 the Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA)
- OSHA – U.S. Occupational Safety and Health Administration
- DOT - U.S. Department of Transportation
- PHMSA - Pipeline and Hazardous Materials Safety Administration

International:

- Canada - Health Canada – Natural and Non-prescription Health Products Directorate (NNHPD), Biocides Regulations (SOR/2024-110), Workplace Hazardous Materials Information System (WHMIS), Hazardous Products Regulations (SOR/2015-17), and Natural Health Products Regulations (SOR/2003-196); including Part 3 Good Manufacturing Practices (GMP)
- Europe - European Chemicals Agency (ECHA), European Biocidal Products Regulation (BPR, (EU) No 528/2012), European Registration, Evaluation, Authorization and Restriction of Chemicals (REACH, (EC) No 1907/2006), the European Commission (EC), and the European Medical Device Regulation (MDR, (EU) 2017/745).
- U.K. - Health and Safety Executive (HSE)
- Panama – Ministerio de Salud
- Australia - Therapeutic Goods Administration (TGA)
- China - National Health Commission (NHC)
- Japan – Ministry of Health Labor and Welfare (MHLW) and Ministry of Economy, Trade and Industry (METI)

COMPLIANCE

REGULATED/REGISTERED PRODUCT:

DECON-AHOL® WFI	STEEL-BRIGHT®	Easy2Grip™
STER-AHOL® WFI	STERI-BUFFER®	Core2Print®
DECON-PHENE® II	STERI-WATER®	Core2Scan®
DECON-CYCLE® II	VAI WFI™	Asepti-Cleanse®
DECON-QUAT® 100	ALCOH-WIPE®	Cart2Core®
DECON-QUAT® 200	ALCOH-Glove®	WipeDown® HiSorb
DECON-SPORE® 200 Plus	PROCESS2WIPE®	WipeDown® 123
DECON-SPORE® 300	STER-AHOL Wipe®	STEEL-BRIGHT® Wipe
HYPO-CHLOR®	HYPO-CHLOR® Wipe	DAS-Wipe®
HYPO-CHLOR® Neutral	STERI-PEROX® Wipe	THIO-WIPE®
STERI-PEROX®	HYPO-CHLOR™ Burst	PF-4™ FaceMask
SporeCure®	SMA®	VAI N95™
DECON-Clean®	SMA Atrium®	1700 Mitcool™
DECON-HAND®	SMA-ICS®	1800 Mitcool™
DECON-Clean®	SMA PharmaPro®	Easy2Gown®
Process2Clean®	SMA MicroPortable®	FaceVector®
Cage2Wash®	SMA MicroParticle®	Cart2Core®
DECON-Glass®	Core2Clean®	CLEANDOX®
STERI-OIL®	Core2Print®	CLEANPRINT 10®
STERI-SILICON®	Core2Scan®	Core2Write®
	Easy2Grip™	

* Registration is based on the specific agency requirements for each product in varying regions of the world. Please contact VAI for registration and product specifics.

- South Korea – Ministry of Environment (MoE), National Institute of Chemical Safety (NICS), and Consumer Chemical Products and Biocides Safety Act (K-BPR)
- ISO 13485: Medical Devices Quality Management System Requirements
- ANSI/AAMI/ISO 11137: Sterilization of Health Care Products – Radiation
- ISO 11607: Packaging for Terminally Sterilized Medical Devices
- ISO 11737: Sterilization of Health Care Products – Microbiological Methods
- ISO 14971: Medical Devices – Application of Risk Management
- IEC 62366-1: Medical Devices - Part 1: Application of Usability Engineering to Medical Devices
- ISO 9001:2015 — Quality Management Systems (PENDING)
- National Sanitation Foundation (NSF) Certification (IN-PROGRESS)



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VAI QUALITY SYSTEMS

The quality systems and quality culture instilled at VAI are the key pieces of the puzzle that have been engrained into our organization from our inception.

All who come to visit the VAI facilities soon realize that all of our 1,500+ products are all manufactured in accordance with GMP requirements no matter whether they are a registered product or non-registered product. This culture assures that all personnel and the system to manufacture, test and document products is done within the confines of a GMP system.

Standards used for testing in both VAI Labs and our QA/QC/Chemistry/Microbiology departments follow published and approved methods. In the absence of a published standard, VAI develops and validates all methods to assure the most up to date and approved methodology is employed.

Quality by Design (QbD), Quality Risk Management (QRM) and Quality Management Systems (per ISO-13485:2016) systems have been integrated for many years and have proven to bolster our quality system and product performance. Simply, when GMP operations come to visit or audit VAI's GMP operations, there is little more to be desired. While we have always strived to engrain the best systems we can, we are not so pompous to acknowledge that we are involved in a continuous learning and improvement scenario.

One of the keys to the quality of VAI products is our Training Systems. VAI's training systems not only engrain GMP and procedural company standards but also encompass how end products will be used in the marketplace by end users. Our belief is if our personnel see the importance of the product in the real world,



“The higher level of quality we attain and continue to attain assures not only quality of our product but less waste, defects, returns and environmental impact”

they are more attentive to assure that both testing and manufacture is done with the utmost concern for the patient.

Never could it be said that VAI ignored an opportunity to improve both quality and, in the end, the patient's safety.

Since the inception of VAI, we have realized that our end users require the utmost quality. We assure such quality not as only a compliance requirement but moreover, as the methodology to ensure we meet and far exceed our end user's expectations.

Innovation, Quality, Planning, Inspection and Training have assured VAI's products are the finest available in the marketplace. Audit and tours of VAI facilities are welcomed and can be arranged through the Quality or Customer Service Departments.



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RESEARCH AND DEVELOPMENT

Research and Development is paramount at VAI. Innovation has driven the success of the company since our inception in 1981. The directive of the company has always been to listen to our customers and develop innovations that propel their capabilities to the highest extent. Our daily goal is to assure that end user does not have to settle for a product that somewhat satisfies their needs. VAI will listen and develop beyond the expectations of our customers.

In that venue, and not equaled by any competitor, VAI presently boasts of over **678 worldwide patents** (issued and pending). VAI is a global leader in cleanroom operations and has obtained patents in the U.S. and elsewhere on its innovative technologies. This listing associates VAI's products with its patents and patent application publications to satisfy the patent marking provisions in the listed countries, including the virtual patent marking provisions of the United States pursuant to the America Invents Act (see 35 U.S.C. § 287(a)).

CART2CORE™: Protected by at least U.S. Patent Pub. No. 20160185371. Additional patents may be pending in the United States and elsewhere.

CORE2CLEAN® PLUS: Protected by at least U.S. Patent Nos. 8702869, 9339567; European Patent No. EP2092990. Additional patents may be pending in the United States and elsewhere.

CORE2PRINT®: Protected by at least U.S. Patent Pub. No. 20150084488, 20160023491. Additional patents may be pending in the United States and elsewhere.

DECON-AHOL®: Protected by at least U.S. Patent No. 6123900.

EASY2GOWN SYSTEM®: Protected by at least U.S. Patent Nos. 8006836, 8162137, U.S. Patent Appl. Publ. No. 20120255883; Hong Kong Patent No. HK1144062; Chinese Patent No. CN101854817; Europe Patent Nos. 2185013, 2601850; German Patent No. DE60 2008 042 112.0; Italy Patent No. 502016000040276. Additional patents are pending in the United States and elsewhere.

SIMPLEMIX®: Protected by at least U.S. Patent Nos. 8523017, 9108208, U.S. Patent Appl. Publ. Nos. 20050163651, 20150209809. Additional patents are pending in the United States and elsewhere.

SIMPLEMIX® (200-Litre): Protected by at least U.S. Patent Pub. No. 20150336788; European Patent No. EP2358630; Hong Kong Patent No. HK1157310. Additional patents may be pending in the United States and elsewhere.



“Without Innovation we remain stagnate”

SMA ATRIUM® D-50: Protected by at least U.S. Patent Nos. 8474335, 9121845; U.S. Patent Pub. No. 20150330965.

SMA ATRIUM® Easy2Grip™: Protected by at least U.S. Patent Pub. No. 20140013866. Additional patents may be pending in the United States and elsewhere.

SMA® Bar Code Accessory: Protected by at least U.S. Patent Nos. 8701980, 9046453; U.S. Patent Appl. Publ. Nos. 20150268138, 20050163651, 20150209809. Additional patents are pending in the United States and elsewhere.

SMA® DDC (Digital Display Controller): Protected by at least U.S. Patent Nos. 7940188, 7973668, 8169330, 8188874, 9063040; Chinese Patent Nos. ZL200980111818.8, 201180020452.0; Singapore Patent Nos. 163896, 1843346. Additional patents are pending in the United States and elsewhere.

SMA® ICS (Integrated Control System): Protected by at least U.S. Patent Nos. 7940188, 7973668, 8169330, 9063040; Chinese Patent Nos. ZL200980111818.8, 201180020452.0; Singapore Patent Nos. 163896, 1843346. Additional patents are pending in the United States and elsewhere.

SMA® ICS: Protected by at least U.S. Patent No. 9285792; U.S. Patent Pub. No. 20160153948. Additional patents may be pending in the United States and elsewhere.

SMA ONETOUCH® ICS: Protected by at least U.S. Patent Pub. No. 20160061797. Additional patents may be pending in the United States and elsewhere.

WIPEDOWN® 1-2-3™: Patents pending in the United States and elsewhere.

VAI owns the following patents and published patent applications: U.S. Patent Nos. 6851580, 7066354; U.S. Patent Pub. No. 20160120379. Additional patents may be pending in the United States and elsewhere.



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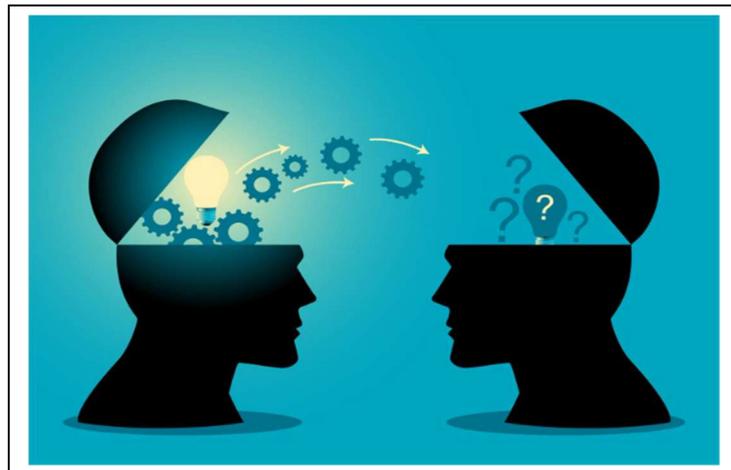
EXPERTISE AND KNOWLEDGE

GMP organizations normally possess the expertise for the development, manufacture and processes for their specific products and services. However, many times, they are not experts in every facet of contamination control.

To assist these organizations, VAI's expertise in the full spectrum of contamination control is unparalleled in the industry. VAI's large breadth of expertise and unmatched product development partners with GMP operations to assure they can attain both compliance and the optimum levels of success.

For 44 years, VAI has led the industry in training for all spectrums of contamination control. Personnel from VAI have devoted countless hours to onsite training, training centers and are regular speakers throughout the year in industry conferences. Moreover, the API Consulting division has assessed and helped correct deficiencies and improve systems dramatically for over 40 years. Our partnership with our customers assures state of the art systems, procedures, methods, testing, compliance and improvement of their quality systems.

Training internally on-site by VAI or the API Consulting Division is done on a per request scheduled event. Industry training is conducted through many venues that includes the PDA Training Center in Bethesda, MD whereby the Aseptic Processing Courses and the Contamination Control Courses have always included VAI training personnel since the inception. Training courses with VAI trainers are also available through industry meetings at events such as the PDA, ISPE, ASM, and many others.



“The higher level of quality we attain and continue to attain assures not only quality of our product but less waste, defects, safety and environmental impact”

In the sense of sustainability rewards, this relationship is an unmeasured success story that transfers knowledge between two organizations so the ability of both organizations to improve concerns such as environmental impact, safety, air quality and product and patient safety.



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PRODUCTS SUPPLIED TO INDUSTRIES



PHARMACEUTICAL

Sanitizers, Disinfectants, Sporicides, CIP Cleaners, Lubricants, Garments, Masks, Wipers, Microbial Air Samplers, Particle Counters, RFID, Carts, Printers, Cleanroom Paper, Labels, Tags, Consulting and Lab Services



BIOTECHNOLOGY

Sanitizers, Disinfectants, Sporicides, CIP Cleaners, Lubricants, Garments, Masks, Wipers, Microbial Air Samplers, Particle Counters, RFID, Carts, Printers, Cleanroom Paper, Labels, Tags, Consulting and Lab Services



COMPOUNDING PHARMACY

Sanitizers, Disinfectants, Sporicides, Cleaners, Garments, Wipers, Microbial Air Samplers, Particle Counters, RFID, Carts, Labels, Tags, Consulting and Lab Services



HEALTHCARE

Sanitizers, Disinfectants, Sporicides, Cleaners, Garments, Masks



LAB ANIMAL RESEARCH

Sanitizers, Disinfectants, Sporicides, CageWash, Cleaners, Lubricants, Garments, Masks, Wipers, Microbial Air Samplers, Particle Counters, RFID, Carts, Printers, Cleanroom Paper, Labels, Tags, Consulting and Lab Services



MEDICAL DEVICE

Sanitizers, Disinfectants, Sporicides, Cleaners, Lubricants, Garments, Masks, Wipers, Microbial Air Samplers, Particle Counters, RFID, Carts, Printers, Cleanroom Paper, Labels, Tags, Consulting and Lab Services



COSMETIC

Sanitizers, Disinfectants, Sporicides, CageWash, Cleaners, Lubricants, Garments, Masks, Wipers, Microbial Air Samplers, Particle Counters, RFID, Carts, Printers, Cleanroom Paper, Labels, Tags, Consulting and Lab Services



AUTOMOTIVE

Specialty Chemicals, Cleaners, Lubricants, Garments, Masks, Wipers, RFID, Labels, Tags, and Lab Services



ELECTRONIC • SEMICONDUCTOR • AEROSPACE

Specialty Chemicals, Cleaners, Lubricants, Garments, Masks, Wipers, RFID, Labels, Tags, and Lab Services



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INDUSTRIES SERVED

Pharmaceutical and Biotechnology industries:

VAI continually innovates, develops, and specializes in contamination control products for classified, cleanroom areas in the pharmaceutical and biotechnology industry. Many of our developments have been landmarks in the industry's history that have allowed our customers to overcome challenges and reach their business goals.

Any organization operating to Good Manufacturing Practices (GMP) is regulated by one or more worldwide regulatory organizations. With regulation comes expectations to incorporate the highest levels of quality, compliance, risk management, production, validation, contamination control, procedures, maintenance, calibration and repetitive testing into their operations. The required redundancy and reduction of risk allows the end product to conform to the ultimate concern for all providers in this segment, patient safety. Clients of VAI, as well as VAI, operate in accordance with GMP standards. At VAI, all products, whether a registered product or not, are manufactured under the scrutiny of GMP. In short, VAI products are made with the same expression to detail as are our clients and thus risk is reduced.

Contamination Control plays an extremely critical role in the GMP system. VAI's six (6) divisions provide a complete source for all requirements. All six of VAI's divisions provide a complete contamination control offering for classified GMP cleanroom and laboratory operations. These divisions worked together to provide our clients meet both their internal and external regulatory requirement needs since 1981.

At VAI, we listen, develop, and solve industry problems.

USP Compliance - Compounding Sterile Preparations

When USP <797> was first published, VAI was called to train Compounding Pharmacy Professionals at USP headquarters in Bethesda. Subsequent USP <800> training is routinely done by VAI professionals. VAI's USP comprehensive contamination control program provides a guide to assuring patient protection of compounding sterile preparations. Our Full Circle approach addresses the practices and conditions required by USP to maintain a safe and compliant compounding environment. For each condition and practice required, VAI has an answer. VAI covers every aspect necessary for full compliance including consultation from industry experts on setting up and maintaining aseptic processes during the compounding of sterile products.

Compounding Pharmacies are the critical link between a pharmaceutical/biotechnology organization and the patient. As such, these organizations must adhere to federal, state and sometimes worldwide regulations. Sterile compounded products assured aseptic technique and contamination control are critical. The need for such organizations has dramatically increased especially with the rise of personalized medicines.

VAI provides the solutions, products, and expertise necessary to address the issue found in Compounding Pharmacy preparations. Notably, VAI sterile sanitizers, disinfectants, sporicides, cleaners, wipers, gowning, RFID (assuring correct delivery of drug to the patient), cleanroom documentation, laboratory testing, training or can help increase assurances for contamination control and compounded product sterility.



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Medical Device Industry:

The Medical Device industry is subject to similar regulations set forth by the many worldwide regulatory agencies. Quality Management System Regulation (QMSR), cGMP's and many other worldwide directives dictate regulation with medical devices. While not all devices are subject to the same scrutiny or standards, VAI works with you to ensure that our products are able to meet any competent authority's requirements and regulations.

With VAI's sterilization and contamination control products, the medical device industry will be able to stay in check with these demanding regulations. During manufacture of these medical devices, it is essential that the proper cleaning, disinfecting, monitoring and potentially sterilization is being conducted appropriately to either reduce bioburden or assure a sterile final product. VAI products and services are can provide innovative solutions for addressing contamination and/or assure and validate one's sterile product. Namely, our gamma irradiation, and cold sterilant experience has span over 40 years making VAI an excellent partner.

Laboratory Animal Research Facilities:

Veltek Associates, Inc. is a premium cGMP manufacturer of specialty cleaning agents specifically formulated for lab animal facilities. We offer a wide range of cleaning and veterinary decontamination products for use on animal housing, caging accessories, and environmental applications.

Cage2Wash® cleaning products have been specifically formulated for Lab Animal Research (LAR) cage washing, ancillary components, and environmental cleaning applications.

The proper use of an appropriate cleaning agent to remove animal waste and environmental contamination is critical to any biomedical research program.

VAI's highly built cGMP detergents are exceptionally effective in cleaning a wide variety of residues including, but not limited to, uric scale, water scale, animal fats, oils, organics, other related animal byproducts, and bioburden residues. VAI also has a line of enzymatic detergents ideal for surgical instrument cleaning and scale removal. Use dilutions typically range from 0.2 – 2% dependent upon the soil to be cleaned and are all very free rinsing. Each product is shipped with a complete documentation package for full traceability.

VAI's LAR program also includes a wide line of veterinary disinfectants, sporicidal agents, disposable garments, shoe covers, bouffant hats, chemical application equipment, testing services, and more.



2025 CSR Report

Healthcare

VAI indirectly supplies Healthcare organizations. VAI products and services are made to a cleanliness and sterility level that far exceeds the needs of healthcare professionals working in hospitals, medical centers, doctors' offices and clinics. However, during the 2020 Pandemic, VAI timely supported many of these organizations with VAI-N95™, FaceVector®, PF-2™, PF-4™ masks and our DECON-HAND® (Instant Hand Sanitizer) and DECON-AHOL® WFI Sterile, 70% USP Isopropyl Alcohol. VAI continues to serve these industries additionally with disposable garments, carts, kits and Core2Scan (RFID System) to track patient specific personalized medicines.

Cosmetic

Most cosmetic organizations operate under cGMP's and register with a multitude of competent authorities such as the FDA. Concerns for cleanliness, bioburden and cleaning are critical for these organizations. Especially in large tank, vessel and manufacturing pipe cleaning capacities. VAI supplies cosmetic organizations with a breadth of VAI products that include cleaners, disinfectants, sporicides, lubricants, CIP/COP agents, microbial and particulate air samplers, wipers, garments, face masks, paper, labels, logbooks and tags.

Automotive

Automotive manufacturers rely on cleaning products mostly to assure surfaces are the utmost cleanliness prior to painting and for assembly of boards and other electronics to reduce failure. VAI supplies products that include cleaners, disinfectants, sporicides, lubricants, CIP/COP agents, microbial and particulate air samplers, wipers, garments, face masks, paper, labels, logbooks and tags.

Electronics, Semiconductor, and Aerospace Industries

The Electronics, Semiconductor, and Aerospace Industries are markets VAI has served since our inception in 1981. These industries demand stringently requirements for the ultimate cleanliness within the cleanroom and for products employed in operations. Concerns for extremely low particulates and shedding features dominate concerns. Electronics, Semiconductor, and Aerospace components makes them extremely sensitive to contamination causing loss of yields. One dust particle, or humidity changes, chemical residue and even microscopic organisms or viruses can lead to costly defects and product failures. In GMP manufacturing operations, ISO-5 to ISO 8 classifications for manufacturing areas is normality. In Electronics, Semiconductor, and Aerospace Industries, ISO 1 to ISO 5 is the normality. Attainable classifications remove personnel, incorporate high cleanroom filtration levels, allow for the use of perforated flooring and rely on the cleanest components and supplies to be used in the cleanrooms.

In serving these ultra clean environments, VAI provides specialty, highly filtered, chemical agents, clean disposable garments and masks, clean dry and saturated wipers, RFID systems, cart systems, clean room paper, labels, tags, logbooks, classified area printers, airborne microbiological and particulate testing equipment, and the Helmke-Yeich™ Tumble Drum testing equipment to discern particulate levels in gowns, masks and other components per IEST-RP-CC003.4.

All VAI products and services are impactful to all Electronics, Semiconductor, and Aerospace operations.



2025 CSR Report

HISTORY OF VAI

VAI® was founded in 1981 by Arthur L. Vellutato, Sr. as a direct result of his answers to the challenges the industry faced. Our main goal, therefore, became developing simple and concise solutions to the common problems experienced within cleanroom operations.

Applying his more than 30 years of experience in finding alternative methods for established industry practices in the pharmaceutical industry, his leadership of VAI resulted in a continuous stream of successful products that is still carried on today. If one word was synonymous with VAI it would be innovation. Since its founding, VAI has followed two corporate principles—listen and innovate. Together with our customers, we have designed and manufactured countless products and services with over 678 worldwide patents that are designed to meet current industry needs, as well as serving the industry for years to come.

After Arthur L. Vellutato, Sr.'s passing in 2009, his son, Arthur L. Vellutato, Jr., took over as President and CEO of VAI after over 20 years serving as the Director of Sales, Marketing, and Technical Operations. Arthur L. Vellutato, Jr. brought his love of VAI and constant attention to customer satisfaction to his new role as leader and driving force of VAI's continued success.

With its continued strong growth, VAI is poised to create innovative products and services to further simplify and advance the compounding pharmacy, medical device, healthcare, LAR, cosmetic, electronic, semiconductor, and automotive and healthcare industries. Our inspiration is to use the knowledge we have acquired along with the assistance of our customers to continue developing alternative methods to aid and simplify established industry practices, as well as create new and innovative processes.

Our promising future will be built upon our past successes and driven by our unwavering commitment to our customers and innovation.

More than 1,000 pharmaceutical, biotechnology, compounding pharmacy, medical device, healthcare, LAR, cosmetic, electronic, semiconductor, and automotive and healthcare clients around the world turn to VAI because we understand the challenges they face. Our experience and unsurpassed technical expertise mean “real-world” solutions from customers who have worked in the industry. Due to extensive product lines, a relationship with VAI means a cost-effective way to buy cleanroom products.

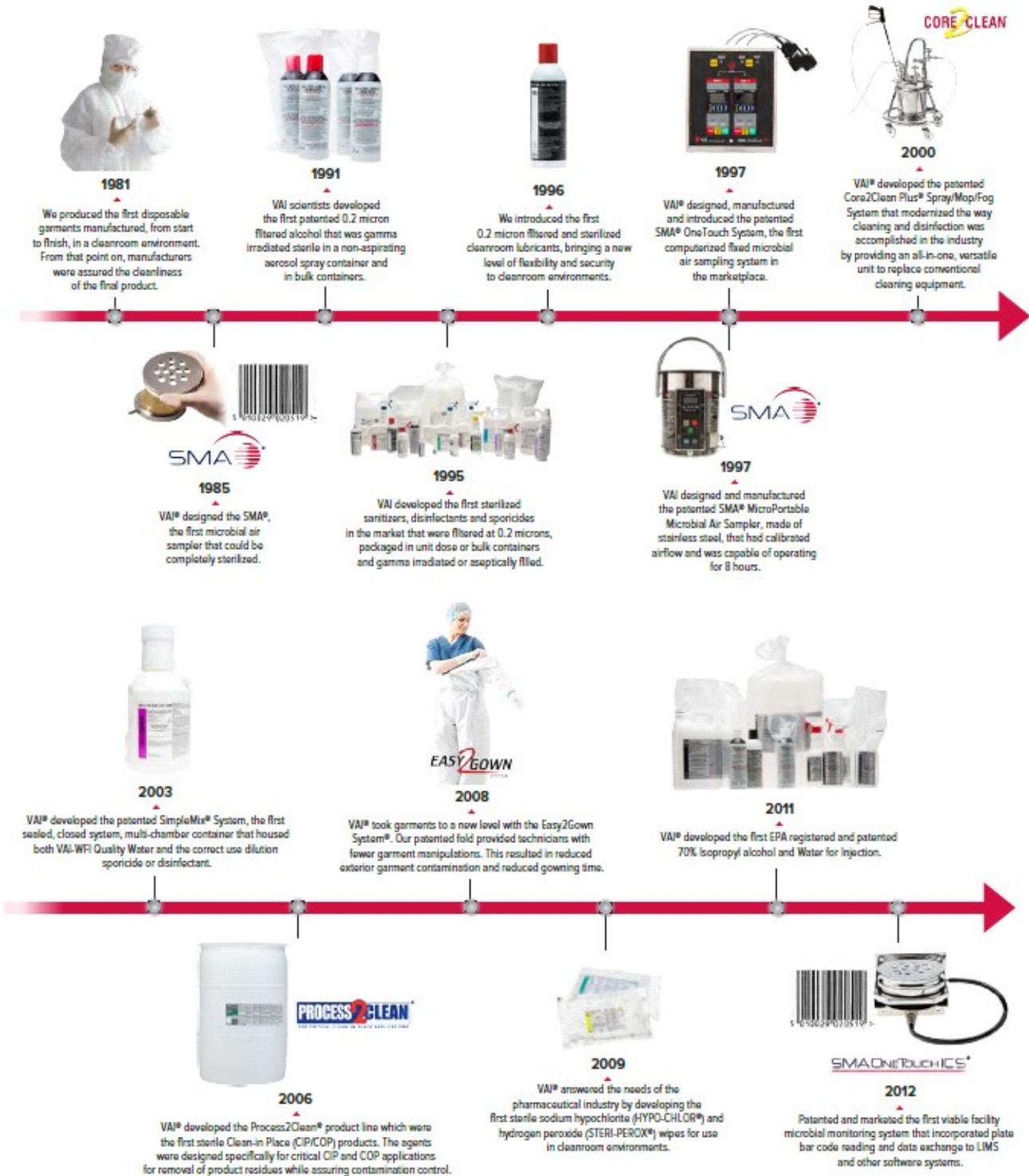
At VAI, we develop our products in an environment that mimics your environment, providing a seamless development process that ensures accuracy and precision. When you work with us, you get recommendations from technical experts who have extensive industry experience, not just salespeople. This means you get exactly what you need, and nothing you don't.



2025 CSR Report



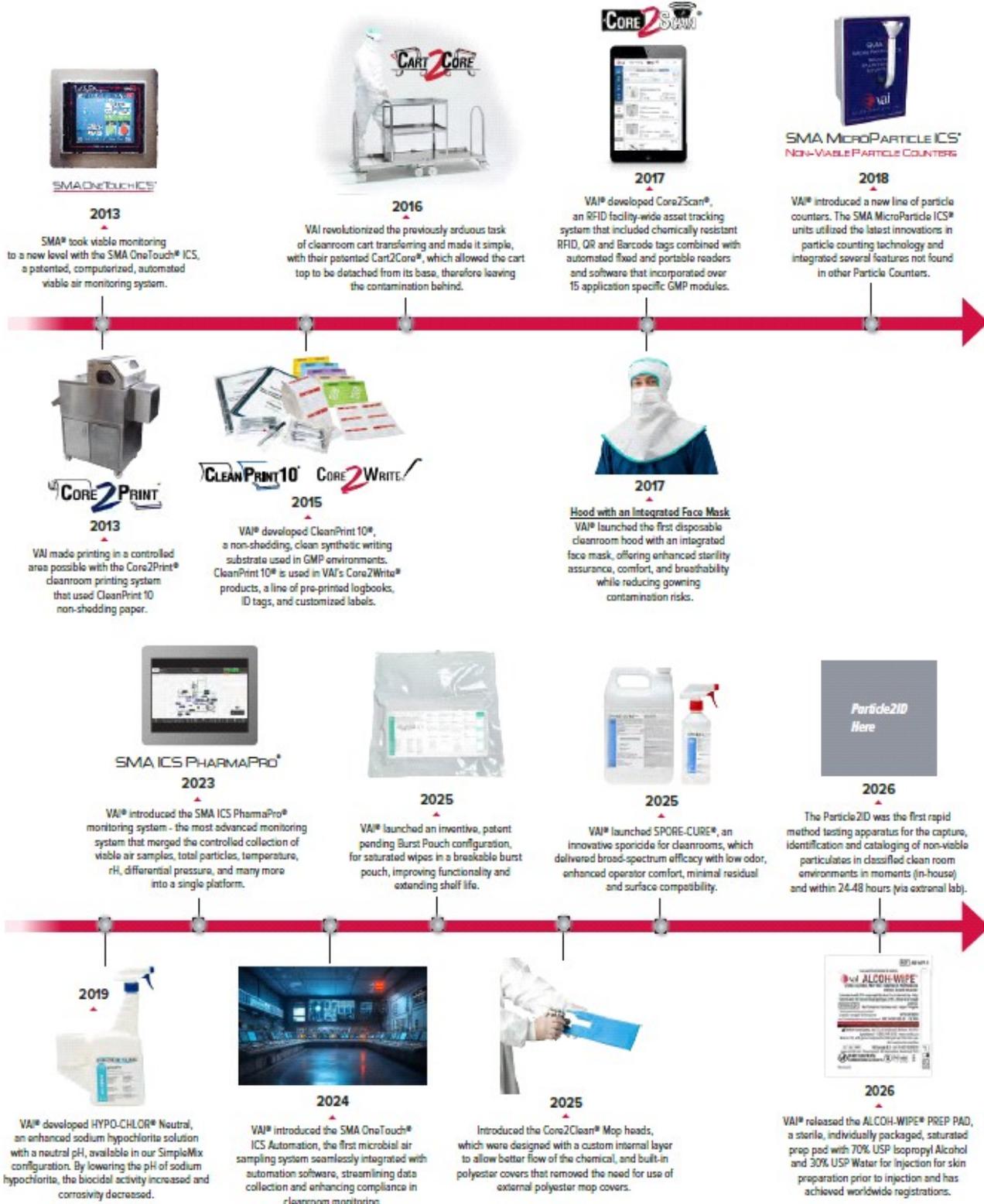
A Timeline of our Historical Firsts



2025 CSR Report



A Timeline of our Historical Firsts



2025 CSR Report

GOVERNANCE in SUSTAINABILITY



2025 CSR Report

GOVERNANCE

VAI has combined the integration of environmental, social, and governance factors into all company decision-making and operations. This has involved not only minimizing negative environmental impact but also ensuring fair and ethical treatment of employees, customers, and communities, while maintaining strong leadership and transparency. VAI's sustainable practices have created long-term value, reduced risks, and built resilience against regulatory or market changes. Our policies have also strengthened customer, employee and community trust and loyalty. As time progresses, our ability to improve our metrics and expand our horizon for a more sustainable all-encompassing program will be noticeable.

Approved and directly supported by the Owners, Shareholders and the Board of Directors, the sustainability program has become a culture at VAI. Our efforts in 2025 have focused primarily on the development of where we are and where we want to be in the future. The structure for implementation, management and measurement relies on the **Sustainability Committee at VAI**.

The Sustainability Committee

The Sustainability Committee is comprised of the Owners, Board of Directors, President/CEO, Vice-President's, and Departmental Managers. This committee is charged with the task of navigating through the requirements, setting plans and measuring success of the system.

Diversity, Ethics and Integrity are foremost in the systems design and implementation. Risk Management is used to plot course paths for the betterment of the organization, its personnel, the community and the world. Compliance, Transparency, Accountability and Legality are pillars to implementation and setting of goals. The system's success is steered by policy and procedures. VAI has developed, approved and administered corporate sustainability policies which are routinely evaluated for applicability and performance. Policy enhancements will be instituted throughout the year and reported annually in our ESG report.



2025 CSR Report

ENVIRONMENTAL SUSTAINABILITY



It's a planet for everything that lives on it.



2025 CSR Report

ENVIRONMENTAL SUSTAINABILITY

Environmental Sustainability has been a focus at VAI since our inception in 1981. VAI produces over 1,500 products complimented by services. Our goal has always been to assure the lowest footprint of contamination to our world. Our continued commitment is to further reduce our levels and engrain new technology into our operations. Our priorities are to help protect the environment through responsible renovative and new design, development, and retirement of past methodologies and assets. Consideration for potential environmental risks in our planning regime will enhance our environmental performance around the world.

In 2025, VAI embarked on campaigns to reduce many of our negative footprints with the following accomplishments.

- ✓ Submitting to EcoVadis for a score and following action items to continue commitment to ESG.
- ✓ Identifying our Scope 1, Scope 2 and Scope 3 emissions and verifying them with Sustainability Roundtable Inc.
- ✓ Through the Greener Choice Project, VAI is now using 100% renewable energy.
- ✓ Beginning to identify Science Based Targets which will further our growth for a better tomorrow.
- ✓ Installed TCS BASYS utility pulse meters and utility power meters to monitor our usage in real time.



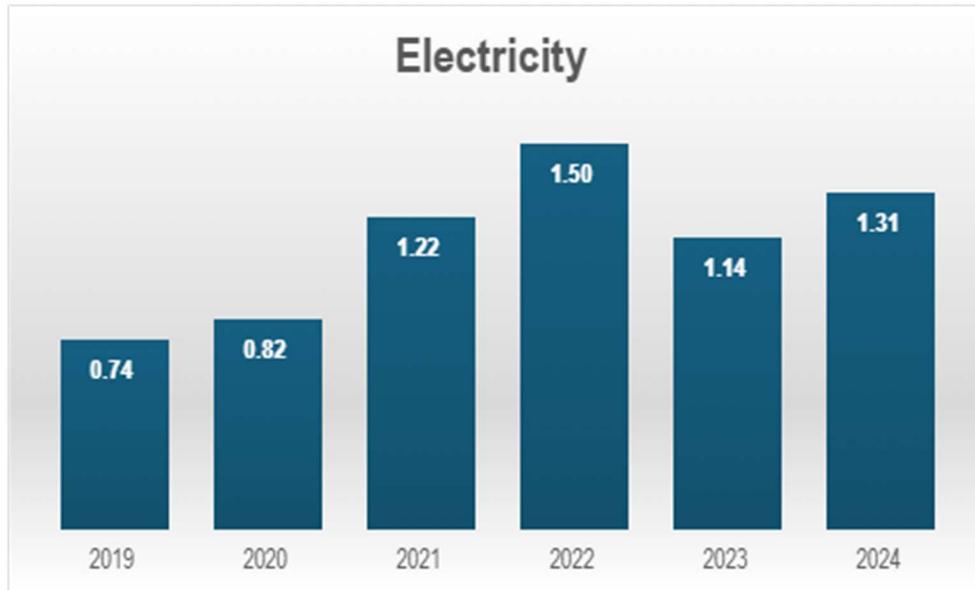
Reporting, evaluating, planning and implementing significant changes in the future and partnering together with our suppliers and customers is a critical focus at VAI.

While VAI can reduce our level alone, our commitment to partnering with our suppliers and customers will assure a greater overall reduction and impact to the world.

Milestones reached at VAI have minimal impact unless our suppliers and especially our customers implement what developments VAI has accomplished through innovation, system changes, validation and testing. While past methodologies are familiar, and changes represent initial costs, training, and potential re-validation, the short-term realized return on investment for the end user assures betterment for the patient and the world.

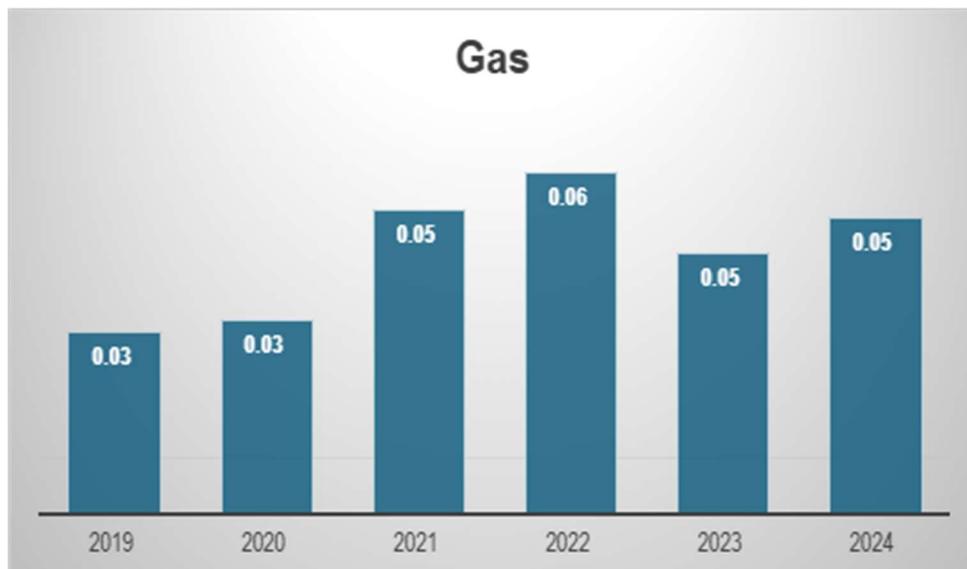
2025 CSR Report

KWH/Product



In 2019, VAI began reviewing electricity usage at its manufacturing plants in the US, implementing a goal of 3.00 KWH/Product manufactured. In 2021, a third manufacturing site was added and our president asked that we keep the target of 3.00 KWH/Product manufactured. Implementation of more efficient equipment was added, as were practices of efficient use, and in 2024 our goal was achieved.

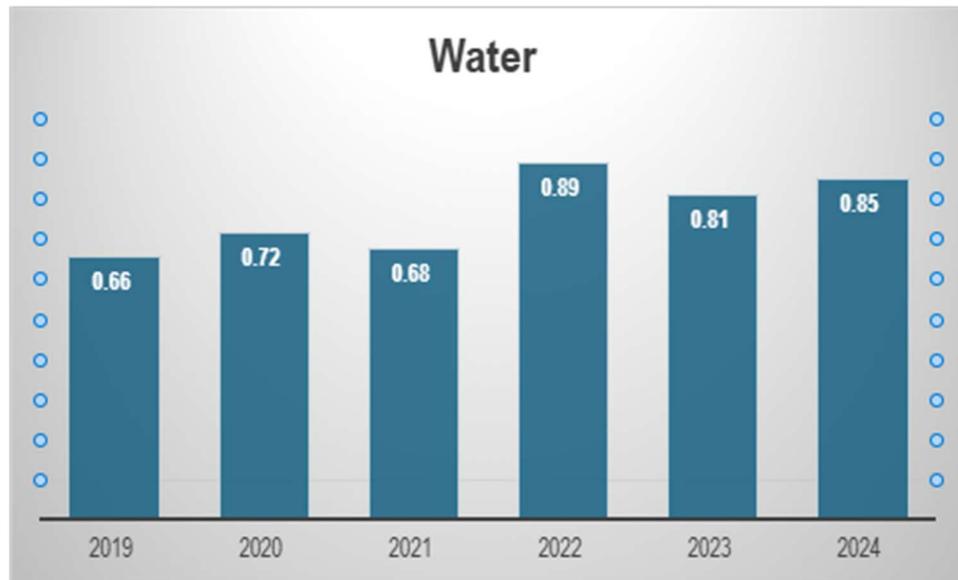
Ccf/Product



In 2019, VAI began reviewing natural gas usage at its manufacturing plants in the US, implementing a goal of 0.12 Ccf/Product manufactured. In 2021, a third manufacturing site was added and our president asked that we keep the target of 0.12 Ccf/Product manufactured. Implementation of more efficient equipment was added, as were practices of efficient use, and in 2024 our goal was achieved.

2025 CSR Report

Gallons/Product



Water is a major component used in the manufacturing of our disinfectants and detergents and the Covid pandemic created a significant increase in a water usage because worldwide demand for our products increased. VAI implemented lean manufacturing techniques, upgrading many of procedures to eliminate overuse of water. Additionally, lavatory, janitorial and kitchen fixtures were upgraded in our facilities to be more efficient. A target of 2.00 Gallons/Product was set as our goal and we were able to exceed that target in 2024!

Dollars/Product



VAI has a goal of zero waste to landfill by 2050 and is continually looking for ways to decrease the amount of waste directed to landfills, finding ways to recycle our waste and divert acceptable materials to waste-to-energy facilities. Despite a significant increase in production the past five years, we are happy to continue working toward this goal.



2025 CSR Report



Many businesses in the US sort their waste, removing recyclable materials from the stream being sent to landfills. VAI does this to achieve our zero waste-to-landfill goal. Typically, recyclable materials (paper, plastic, metal, glass) are placed together in one container for collection, rather than being sorted at the source. This type of commingled waste is referred to as *Single Stream Recycling*. With cardboard being our largest recyclable item, VAI began removing cardboard from our single stream recycling, allowing us to send “clean” loads for just cardboard. The benefit of this process has been reduced Transportation of single stream recycling, lowering our Scope 3 emissions and cleaner loads mean less processing at the receiving facility, helping lower emissions at those facilities.



REDUCTION IN HAZARDOUS AND MATERIAL WASTE

VAI processes 100% of the formulated chemicals into final bottles product or saturated wipers showing no hazardous waste in manufacturing. In our evaluation, we found that waste was present in expired final product if manufacturing volumes were too high, usage was variable, and/or expiration of product is not maximized. VAI does not reprocess expired chemicals as the cost is high, and accuracy of analytical requirements are exceedingly difficult.

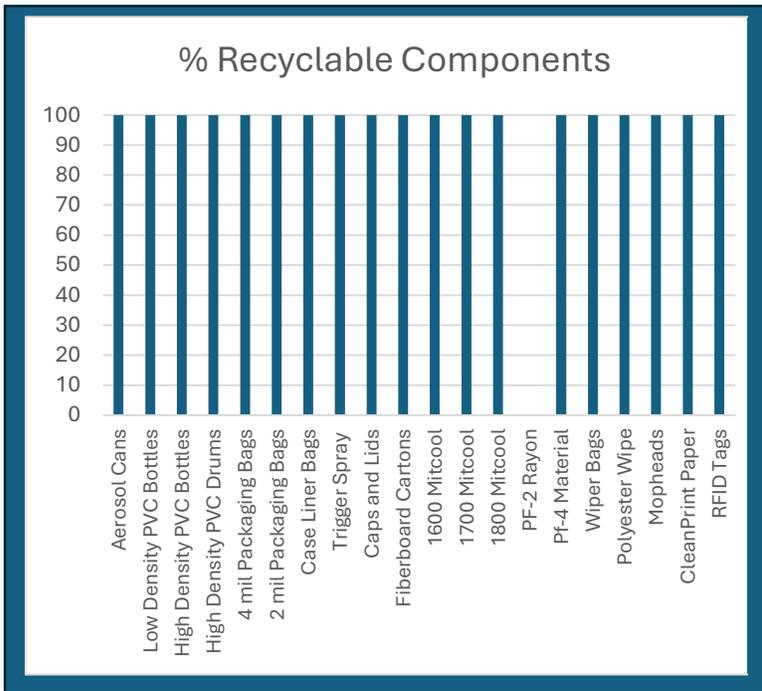
The DPMD division manufactures disposable garments and wipers. This division shows a small level of cutting pattern layout waste between garment panels that has been reduced by material layout cutting patterns.

To dramatically reduce this waste, extended validation was conducted on all VAI products to increase expiration dating. Testing was conducted via accelerated and real time testing. At the same time, more calculated manufacturing for lot sizes were implemented which further reduced waste.

2025 CSR Report

Goals of Environmental Sustainability

Year	Scope 1 (tCO2e)	Scope 2 (tCO2e)	Total (tCO2e)	Goal for Reduction from Baseline
2024	1,053.90	1,434.70	2,488.60	2050 - 100%
SUSTAINABLE METRIC		GOAL LEVEL (Target)	ESTIMATED COMPLETION DATE	ACTUAL LEVEL
ENVIRONMENT AND SUSTAINABLE PROCUREMENT				
WATER	2.00 Gallons/ Product		2024	2.00 Gallons/Product
ENERGY CONSUMPTION	3.0 KWH/Product Manufactured		2024	2.96 KWH/Product Manufactured
NATURAL GAS	0.12 Ccf/Product Manufactured		2024	of 0.12 Ccf/Product Manufactured
MANUFACTURING WASTE REDUCTION	Zero Waste		2050	\$0.05/Product
RENEWABLE ENERGY	100%		2025	100%
SUPPLIER SUSTAINABILITY	100%		2030	67.0%
DIVERSITY AND INCLUSION				
Workforce	100%		2025	100%
Management	100%		2025	100%
Pay Equity	100%		2025	100%
Inclusion Training	100%		2026	60%



RECYCLABLE PACKAGING (85% OF VAI PACKAGING MATERIALS)



ECOVADIS COMMITTED BADGE



2025 CSR Report



COMPLIANT SUPPLIERS

Working and partnering with our suppliers is a focus of our efforts. VAI has 1,750 suppliers. Efforts will begin in 2026 to assure our suppliers are focused on sustainability. At present, **51.9%** are compliant.

ENVIRONMENTALLY PREFERABLE PURCHASING (EPP) POLICY

The goal of this policy is to ensure that products and services purchased or contracted for conform to the goals of our company's environmental policy. We will strive, where feasible, to purchase environmentally preferable products and services to meet the company's office and operational needs. We will also favor suppliers who strive to improve their environmental performance, provide environmentally preferable products, and who can document the supply chain impacts of their efforts.

Wherever possible, purchasing decisions will favor products that:

- Reduce greenhouse gas emissions.
- Are made with renewable energy.
- Reduce pollution from all discharges (releases to air, water, and land).

- Reduce the use of toxic materials hazardous to the environment, employees, and public health.
- Contain the highest possible percentage of post-consumer recycled content.
- Reduce packaging and other waste.
- Prove energy efficient.
- Conserve water.
- Are reusable and/or durable.
- Minimize transportation (local sources, concentrated products).
- Serve several functions (examples: copiers/printers, multipurpose cleaners) to reduce the number of products purchased.

Environmentally preferable products and services that are comparable in quality to their standard counterparts will receive a purchasing preference. In situations where the most environmentally preferable product is unavailable or impractical, secondary considerations will include production methods and the environmentally and socially responsible management practices of suppliers and producers. Environmentally preferable purchasing is part of our long-term commitment to the environment. By sending a clear signal to producers and suppliers about this commitment, we hope to support wider adoption of environmentally preferable products and practices.

METRICS

Year 1: The VAI ESG coordinator will work with the VAI Procurement department to contact our five largest suppliers to verify their implementation of their own ESG program. If the supplier does not have an ESG program, the VAI ESG coordinator can send a questionnaire to the supplier to help us answer the purchasing decisions above.

Year 2: The VAI ESG coordinator and the VAI Procurement department will begin to create a rating system for each supplier for our EPP policy.

Year 3 and subsequent years: The EPP policy rating system should be expanded yearly to include more suppliers, and an annual evaluation will be performed to determine how much we are following the policy.



2025 CSR Report

RECYCLE GARMENT PROGRAM

VAI manufactures a complete line of disposable garments for use in worldwide classified ISO 14644/Grade A-CNC) environments. This requires cleanliness aspects in every facet of our supply and manufacturing operations. VAI produces one of the cleanest garment, mask and wiper products in the marketplace. As such, VAI cannot technically reprocess previously used disposable garment, mask and/or wiper products as the required cleanliness demanded in the pharmaceutical, biotechnology, compounding pharmacy, healthcare, lab animal, laboratory, cosmetic, food, semiconductor, electronic, aerospace, and certain automotive would be unattainable. Re-processing efforts would also have to account for potentially harmful inherent characteristics such as viral presence, blood, antibiotics, and drug powders. These residuals require specific processing which VAI is not capable of safely handling.

Reprocessed garment, mask and wiper products could potentially be reused in other industries and marketplaces such as painting, consumer, food service, restaurants, catering, cleaning, janitorial hygiene, beauty, personal care settings, events, parties, and construction.

With this focus in mind, and understanding, VAI has made available to our customers the following partner garment, mask and wiper recycling organizations who can safely clean and repurpose the products for use in other industries.

- ✓ Arjo ReNu: This service provides high-level disinfection reprocessing for non-critical, non-invasive single-use medical devices, such as DVT (deep vein thrombosis) garments.

RECYCLE GARMENT PROGRAM (CONT')

- ✓ Cardinal Health: Through its business unit Sustainable Technologies, Cardinal Health offers reprocessing for single-use medical devices and claims to divert 99% of its associated waste from landfills.
- ✓ J&J MedTech (Sterilmed, Inc.): As a major provider of reprocessing services, this company handles single-use devices to help healthcare systems reduce costs and their environmental footprint.
- ✓ TerraCycle: This company offers a "Zero Waste Box" specifically for hard-to-recycle items, including disposable garments. Customers can fill a box with used garments and send it to TerraCycle for recycling.
- ✓ H&M's Loop: H&M, in collaboration with HKRITA, developed the Loop system, which recycles old garments into new ones.



2025 CSR Report

CASE HISTORY - ENVIRONMENTAL WASTE REDUCTION

The reduction in our expired product disposal took a giant leap in our first year of 2025 as VAI, after many years of validation work and manufacturing improvements, extended our product’s expirations well beyond where we or an end user would have to dispose of the product(s). The following represents the achieved milestones in 2025 for our expiration extension.

PRODUCT	DEPT	PAST EXP DATE	2025 EXP DATE
All Garment Products	DPMD	5 years	10 years
All Mask Products	DPMD	5 years	10 years
All Cleanroom Paper	CTDT	5 years	10 years
All Label Products	CTDT	5 years	10 years
All Tag Products	CTDT	5 years	10 years
All Logbook Products	CTDT	5 years	10 years
DECON-Clean	SCMD	2 years	5 years
STEEL-BRIGHT	SCMD	2 years	5 years
STERI-OIL 200	SCMD	2 years	5 years
STERI-SILICON	SCMD	2 years	5 years
DECON-Glass	SCMD	2 years	5 years
DECON-AHOL WFI	SCMD	3 years	5 years
STER-AHOL WFI	SCMD	3 years	5 years



The reduction in our hazardous waste to both VAI and our customers proved to be a resounding level worldwide. VAI waste reductions are shown below.

Year	Expired Qty (cs) Disposal	Produced Qty (cs)
2022	7933	320957
2023	5530	393814
2024	1796	326990

The positive impact of the reduction in expired product is documented by our worldwide customers further reducing their disposal impact and allowing for noticeable cost savings. VAI’s novel approach through testing validation, manufacturing advancements and packaging innovations is a model for all to follow.



2025 CSR Report

SOCIAL SUSTAINABILITY



A Healthy, Fair, and Equal Society.



2025 CSR Report

SOCIAL SUSTAINABILITY

Our Social Sustainability at VAI is best defined as what we perceive as a meshing of our values as a company and as individuals. VAI is ingrained with talented, diverse personnel who have given so much of their lives to make our organization successful. Without everyone in the company's undying efforts, their teamwork, their sense of determination, their fairness, and their desire to think innovation and not normality, VAI would not be the success it is today. After 44 years, our company has remained steadfast in our beliefs and mission and will do so for years into the future. The average duration of employment is 19.72 years ranking VAI as one of the best in the country.



Our Values and Beliefs as a Company

We Work as a Team and Respect Each Other

Our team working as a team assures success!

Innovation is our Energy Source

We are the inventors that find a better way!

Integrity in All We Do

Our integrity never wavers!

Patient Safety is the Utmost Concern

Everything we do can affect a Patient!

Fairness and Equality in the Workplace

Ability, Performance and Dedication are our gauges!

Expression to Detail

There is only one way, the right way!

Family Comes First

Without family health and prosperity, we all fail.

Everyone Giving 100% and Helping Each Other

We don't ever give up and help where needed!

Risk Management Reduces Future Errors

Evaluate the Risk First!

If you don't know, Ask!

Be 100% sure and check and recheck!

Safety at Work First

Safety in the Workplace is Critical!



2025 CSR Report

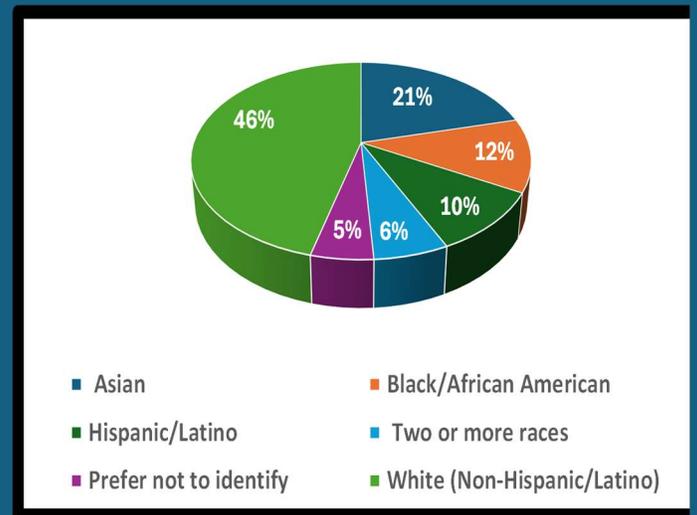
SOCIAL SUSTAINABILITY STATISTICS AND PROGRAMS:

- The average duration of employment is **19.72** years ranking VAI as one of the best in the US. The average tenure in the US is projected to be around 4.2 years in 2025.
- VAI's Diversity metrics:
 - 21% Asian
 - 12% Black/African American
 - 10% Hispanic/Latino
 - 6% Two or more races
 - 5% Prefer not to identify
 - 46% White (Non-Hispanic/Latino)

Some of VAI's Employee Programs include the following:

- Major Medical Insurance
- Short Term and Long Term Disability
- Dental Insurance
- Life Insurance
- Health and Fitness
- Safety Training
- EAP (Employee Assistance Programs)
- On-Site Flu Shot Clinics
- CPR and First Aid Training
- 401K and 401K Matching (Dollar for Dollar)
- Profit Sharing
- Will Preparation
- Legal Consulting
- Education reimbursement.
- Most employees' salaries/wages at the 90 Percentile
- Paid days if VAI closes for inclement weather.
- Internal Career Growth Paths
- Internships to Build Tomorrow's Workforce
- Ethics and Inclusion Training: 100% of employees
- Health and Safety Training: 100% of employees

VAI CORPORATE DIVERSITY



- GMP and Job Specific Training: 100% of employees
- Product Training: 100% of employees
- Aseptic Process Training: 62%
- Cleanroom Behavior Training: 88%
- Financial Incentive for Aseptic Processing Approval
- Service Awards

2025 CSR Report

HEALTH AND SAFETY

The health and safety of our personnel and the community where we operate is paramount to VAI.

In all venues of our operations, VAI must adhere to country, local, state and federal regulations for health and safety in the workplace and the outside environment. Our goal is to attain a level of **ZERO** accidents and promote the health of our employees and sustain their long-term performance ability, which in turn necessitates a safe workplace. We are therefore constantly working to further strengthen our health and safety culture.

Our EHS department governs our safety systems both internally and externally. Safety to employees and the community is a foremost concern to VAI.

SAFETY PROGRAMS

Work-related accidents ¹			
	2023	2024	2025
Lost Time Injury Rate (LTIR = workplace accidents resulting in missed days of work per 500,000 hours worked)	2	2	2
All US Locations	2	2	2
Number of deaths	0	0	0



HEALTH AND SAFETY STATISTICS AT VAI

- Evaluation Period: 505,576 hours worked:
- Total number of deaths: 0
- Total number of injuries: 5
- Total number of cases with job restrictions: 1
- Total number of other recordable cases: 0
- Total number of days away from work: 177
- Days of job transfer due to restrictions: 24
- Employment Turnover: 19.72 years
- Spills/Breaches: 0
- Internal Employee Training: Annual
- Safety Committee Meetings: Monthly
- Safety Under Evaluation During Operations: 24/7



2025 CSR Report

CASE HISTORY - PERSONNEL

VAI's goal as a company is to continue to be the leader in innovation in the contamination control marketplace. To do this we need to be not only innovative and scientific but also assure that we have the most qualified personnel who are motivated to work at VAI. Simply, we want people to want to come to work each day and are focused on our success as a team!

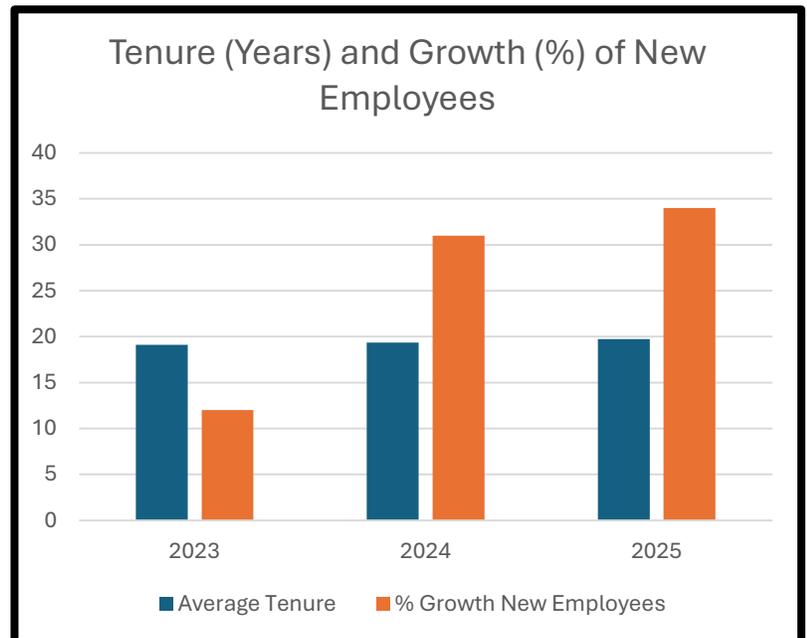
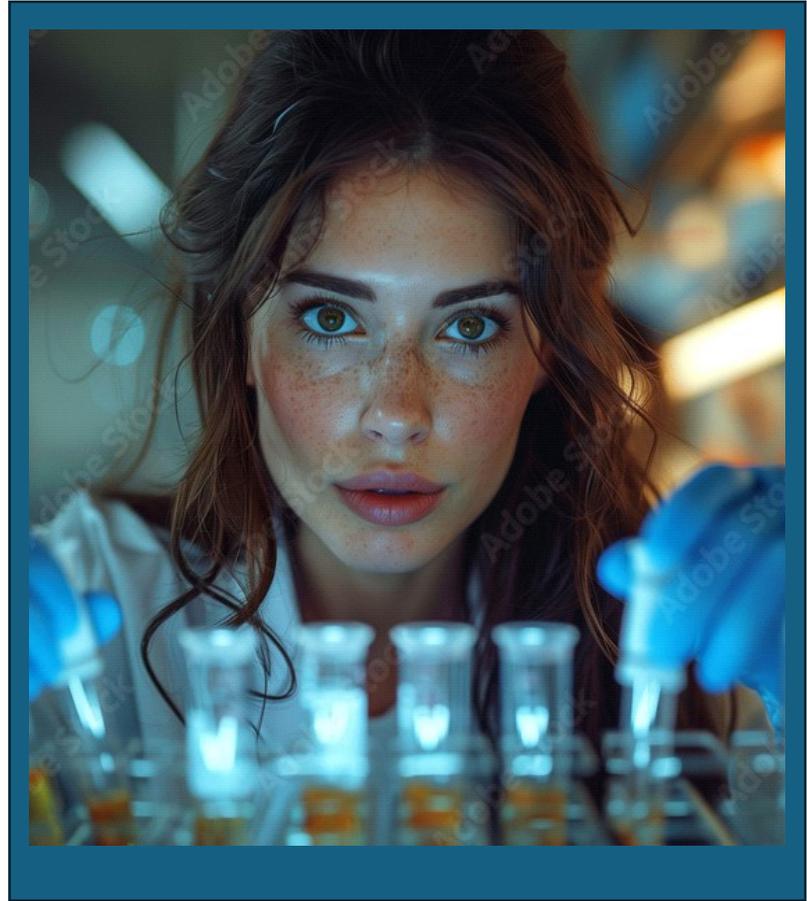
VAI has accomplished a work setting and a culture that has proven not only successful but also motivating for the personnel who work at VAI who are the essence of the success.

Personnel at VAI know ownership and management care about not only themselves, but also their families. During periods of difficulty with our employees and their family, VAI's steadfast motto has always been, "Take care of your family first, VAI will adapt and be here just as strong when you return".

Per the U.S. Bureau of Labor Statistics, U.S Department of Labor, the median number of years that wage and salary workers had been with their current employer was 3.9 years in January 2025.

For years, our dedication to our employees and their dedication to the company have netted an average of 19.72 years of tenure among all employees in the 44-year history of the company (established in 1981).

This means our trained and experienced team remains intact year after year, while growth of new employees increases. This lends years of valuable experience during training and operations for new incoming employees.



2025 CSR Report

COMMUNITY SUSTAINABILITY



Community Action and Leadership enhance consistent improvement in sustainability.



2025 CSR Report

COMMUNITY OUTREACH

DONATING BACK TO THE COMMUNITY:

VAI as a company has supported the community both financially and through volunteer efforts. Our efforts extend to many charitable organizations in each region where we operate. In 2025, our goal is to improve upon our successful support of the communities where we operate and beyond to hopefully make a difference.

VAI's worldwide employees are routinely asked where they feel VAI can help people in our local communities. Annually we evaluate our efforts and decide where else we can help. VAI also matches a pre-approved employee's personal donation at 100%.



Our efforts as a company do not stop with financial donations. VAI encourages and incentivizes our employees to become involved in the community. For every 100 hours of approved community service, VAI thanks the efforts of our employees with 1 day of paid leave.

VAI is a company of talented individuals who donate time and effort to the community in so many venues. This giveback to the community has had outstanding reviews from our employees and the community where they volunteer.



For decades we have provided financial and volunteer efforts to give back personally to community programs such as public and private schools, fire companies, police, ambulance corps, homeless shelters, animal shelters, animal rescues, adoption agencies, Department of Veteran Affairs Hospitals, local food banks, ADHD Foundations, Autism Foundations, Cancer Research, child and adult welfare programs, community mentoring programs, coaching, through VAI high school and college intern programs and so many more.



2025 CSR Report

OUR COMMUNITY, OUR FRIENDS

Financial contributions to local organizations are just one mechanism that VAI uses to assist in the betterment of our local communities. Human interaction on a personnel level with companies, organizations, residents, and those who work in the local community fosters awareness of where we are as a community and where we'd like to be in the future. This interaction hopefully can develop a model for a shared vision of the future.

In this venue, VAI has established company and community programs whereby we can interact with each other to build a better future. While in its infancy, VAI has developed the following events to bridge that gap between the surrounding community and our organization.

VAI's Annual Thanksgiving Food Drive:

As a newly created program, VAI employees and the community together are asked to donate approved food products that are forwarded by VAI to the locally located Chester County Food Bank. Overages are sent to local homeless shelters and needing entities in our community.

VAI's Annual Spring Animal Shelter Drive:

As a newly created program, VAI employees and the community together are asked to donate approved food products that are forwarded by VAI to the locally located Chester County SPCA and Mainline Animal Shelter. This valuable event helps care for locally stranded and homeless animals and dramatically increases the adoption process so that our furry friends can also find a home.



2025 CSR Report

CASE HISTORY - COMMUNITY

VAI has developed community programs that funnel not only financial donations to the local communities where we operate but invigorates the community with volunteer programs from VAI personnel, vendors and partners.

Since our inception, VAI has attempted to help the community in whatever means that were possible. As with any startup company, finding time for the community was difficult. But as the years progressed, VAI has steadily increased our involvement to a very successful level.

Since inception, VAI has offered the following to the community.

- Financial donations to a multitude of local child and adult organizations.
- Paid internships to build the workforce of tomorrow.
- Devoted countless volunteer hours to industry organizations such as the PDA and the ISPE in local chapters and on global platform to write industry standards, run local chapters, conduct training, present at meetings and serve as board members.

In 2025, VAI began the following Community Programs in an endeavor to make a difference.

- VAI 100% Approved Donation Match
- VAI Volunteer-to-Help Program whereby every VAI employee can earn 24 hours paid time off for each 100 hours of approved volunteer work.
- VAI's Annual Thanksgiving Food Drive
- VAI's Annual Spring Animal Shelter Drive



2025 CSR Report

VISION FOR THE FUTURE



Our dream for our children.



2025 CSR Report

OUR VISION FOR THE FUTURE

To follow, are figures that define where VAI is at the end of 2026 in our sustainability levels, projects and accomplishments.

As we enter 2025, our goal is to improve upon our successful levels and to add meaningful projects in the attempt to improve and to meet new milestones. Our continued and future goals are defined below.

FUTURE COMPANY/ENVIRONMENTAL MILESTONES:

Further Reduction of Waste through expiration extension, packaging and manufacturing innovations.
Transition to Post-Consumer Recycled (PCR) or bio-based plastic for project packaging for 2030
Introduce a company-wide sustainability dashboard to track energy, water, and waste KPIs
Conduct annual Scope 1 and Scope 2 GHG verifications aligned with GHG protocol and science-based targets.

FUTURE PEOPLE MILESTONES:

Add training and courses as continuous learning to align with sustainability
Achieve > 85% employee participation in annual trainings on safety, inclusion and environmental awareness
Develop a mentorship program to support career progression and leadership for women in manufacturing.

FUTURE COMMUNITY MILESTONES:

- ✓ Explore partnerships with local schools and technical programs to encourage careers in STEM and clean manufacturing
- ✓ Establish “VAI Volunteer Days” with paid employee volunteer hours for local events.
- ✓ Partner with Chester County Sustainability networks for regional carbon-reduction and recycling projects
- ✓ Create an annual “Community Impact Report” detailing outreach, education, and volunteer metrics.



2025 CSR Report

Our Customers and Partner's Voices Throughout the World

"We strive for security and stability in our lives. Sustainability is about building that same security and stability for our collective future on this planet."

"The action we take today will directly impact the world our own children will be living in. We each have to do our part."

"Sustainability is very important. We should all look to do what we can to help the planet for our future generations."

"Our efforts today will be enjoyed by our descendants for many years and set an example for them to follow."

"We have a responsibility to make certain we are producing products that are the same quality or better that also benefits the environment."

"Sustainability is not a burden, but an opportunity – a chance to build a healthier, more equitable, and more resilient world for everyone."

"Transitioning to digital product information is a crucial step in ensuring a sustainable future for the pharmaceutical industry."

"Innovative solutions must go hand-in-hand with sustainable practices."

"Sustainability is taking People, Planet and Profits together."



2025 CSR Report

**“The greatest threat to our planet
is not caring and acting soon enough.”**

- Art Vellutato, Jr.

President/CEO/ Senior **API** Consultant



We Solve, Not Just Supply™.

