



2023 Impact Report



A Message from Our Executive Chairman

Thank you for being a part of our ecosystem.



Perception is a powerful thing and can enlighten us to see past what we are doing and encourages us to ask “why.” As we continue to seek meaning in our work, we recognize the increased importance of understanding the diverse values that are added by our actions and the unique impacts we create.

When you walk outside, and you look at a tree, what do you consider as the tree’s purpose? Is the tree’s purpose to convert carbon dioxide into oxygen? Our perception of the tree alters based on our view of purpose. When we take a step back, and evaluate the entirety of the ecosystem, we understand that the tree’s purpose is far greater than the oxygen it produces. It also serves as a shelter for a variety of birds and small animals.

Additionally, trees are an important food source for animals and protect soil from erosion. **In fact, it was discovered that a total of 2.3 million living species depend on a single average tree.**

What’s fascinating about a tree’s diverse connectivity, is that through its trivial exchanges of resources it provides significant impact. Despite being rooted to one location, the vast connectivity can add value to organisms even outside of its physical range.

About 43 years ago to this day, I was walking on tall bluffs alongside a river in a Minnesota state park, when suddenly a red-tailed hawk soared through the sky and provided me with a perspective I’ve never seen before. This inspiration became fundamental in the logo of Brewer Science and now symbolizes the purpose of the company through the unique characteristics the raptor embodies.

Recognizing that Brewer Science is an ecosystem, operating within a larger ecosystem, we are intentional with our goals to ensure we are creating value for everyone. Our purpose is to better the world through continuous innovation and servant leadership. We can achieve this purpose by being

a consistent industry leader, thought leader and community leader while creating value for everyone.

Innovation is more than evolution, it’s an entire ecosystem. It requires each part to connect its purpose in relation to various impacts and values it creates. While ecosystems evolve and adapt based on the resources available and the means necessary to survive, purposes grow to support the ever-changing environment.

Much like a tree within the forest, Brewer Science recognizes its place within the industry is to not be limited by the value we add. Our principles are not to be limited by society’s perceptions or preconceived thoughts of what is considered valuable. We pride ourselves in being thought leaders, not just in the technology we innovate, but the principles we practice. By recognizing the importance of sustainability, customer stewardship, employee wellbeing, community engagement, and ethical governance have on our workplace and industry, we seek to innovate in these areas, offering a level of connectivity for others to engage in this higher-level of thinking. It’s not about setting a basis of practices or a list of expectations. It’s about establishing a mindset focused on creating positive impacts with limitless value.

It’s been my life purpose both professionally and personally to make a positive impact in the world. I’m learning that while this vision has remained consistent, my practices and actions must adapt to the changing climate of our industry and society. I started the company focused on improving employee wellbeing and sustainable industry practices. Those two goals are impacted by the

actions of other industries and elements of our ecosystem, all of which we must react to in order to keep balance. Reports such as the Environment, Social, and Corporate Governance (ESG) report provide a framework to assess an organization’s business practices and performance on various sustainability and ethical issues. It also provides a way to measure business risks and opportunities in those areas. After becoming a [Certified B Corporation](#) in 2021, and a legally incorporated Benefit Corporation, it is our obligation to provide each stakeholder with this Impact Report providing insight to company policies, similarly narrated to the ESG, while also providing actionable data to serve our customers, suppliers, and community members with the utmost transparency.

Our 2022 Impact Report serves a purpose more than just a mere reflection of our achievements, but also the virtue we are creating and seek to grow in the future. I encourage you to open your minds – and your perceptions – as you experience our ecosystem, understanding the various interrelationships between the effect of our impact and value.



Dr. Terry Brewer
Executive Chairman



Understanding Our Purpose

We continue to diligently refine and enhance this comprehensive report, connecting the various pieces and understanding the symbiotic relationships we have within our industry, communities, customers, and partners. Aiming to maintain utmost transparency with our valued customers, esteemed partners, and dedicated employees. We have resolved to persistently build upon the foundations of this report, seeking to amplify its scope and further expound upon its contents, all in our unwavering commitment to upholding transparency. This year, we are taking it a step forward – or should I say taking a step back – to get a wider view of the picture, a different angle of the perception, to truly understand the impact we are having and how we can best serve a virtuous and altruistic purpose: bettering the world through continuous innovation and servant leadership; being a consistent industry leader, thought leader and community leader—creating value for everyone.



What can you expect in this Impact Report?

Reports such as the ESG provide a framework used to assess an organization’s business practices and performance on various sustainability and ethical issues. It also provides a way to measure business risks and opportunities in those areas.

After becoming a Certified B Corporation in 2021, and a Public Benefit Corporation, it is our obligation to provide each shareholder with this Impact Report providing insight to company policies, similarly narrated to the ESG, while also providing actionable data to serve our customers, suppliers, and community members with the utmost transparency.



As we explore our Certified B Corporation five impact areas - environment, governance, customers, workers, and community – we evaluate the purpose we have in creating value in each of these areas. We understand that becoming Certified B Corporation is more than a score or a benchmark. It’s an evolution of processes that ensures we are consistently bettering the world through continuous innovation and servant leadership.

Whether you’re an employee-owner at Brewer Science, a customer in our industry, a supply chain partner, or a member of our community – we are all working together to better the world through continuous innovation. Together we can create value for everyone.

[DOWNLOAD 2022 Corporate Sustainability Report](#)

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About Brewer Science

A company of the people, by the technology, for the customer to achieve fulfillment. Woven into our vision, is a mission for creating value for everyone through continuous innovation.

Of the People

Each employee-owner at Brewer Science is encouraged to think virtuously, understanding the value they create in the world through their purpose in the organization. Through personalized, purposefully led internal trainings and growth opportunities, employees learn how to better the world through continuous innovation and servant leadership; being a consistent industry leader, thought leader and community leader—creating value for everyone. By achieving a higher level of awareness and understanding, our employees think innovatively, solving some of the most complex technical solutions for our customers.

[▶ WATCH NOW *Of the People - 40 Years of Innovation*](#)

By the Technology

Brewer Science strives to achieve what most technology leaders wouldn't attempt – to create a technology hub in the Midwest. Through forging our own path, we have worked to create a heart of innovation in the Heart of the Ozarks through our World-Class Manufacturing and materials design for advanced lithography, advanced packaging, smart devices, and printed electronics to enable cutting-edge microdevices and unique quality monitoring systems for water and air applications.

[▶ WATCH NOW *Leading the Race to Zero Defects*](#)

For the Customer

Because of our values, we take great pride and care in upholding our responsibilities to our customers. Trust, teamwork, and transparency are the strong foundation supporting our customer stewardship.

With customers flocking to companies who share a similar vision, our five impacts areas are perched high on customers' priorities. Whether it be a mission to reduce carbon footprint or to increase equitable work environments – birds of a feather flock together – and we are proud to support some of the most respected and innovative minds on our planet.

[▶ WATCH NOW *Making to Zero Defects*](#)

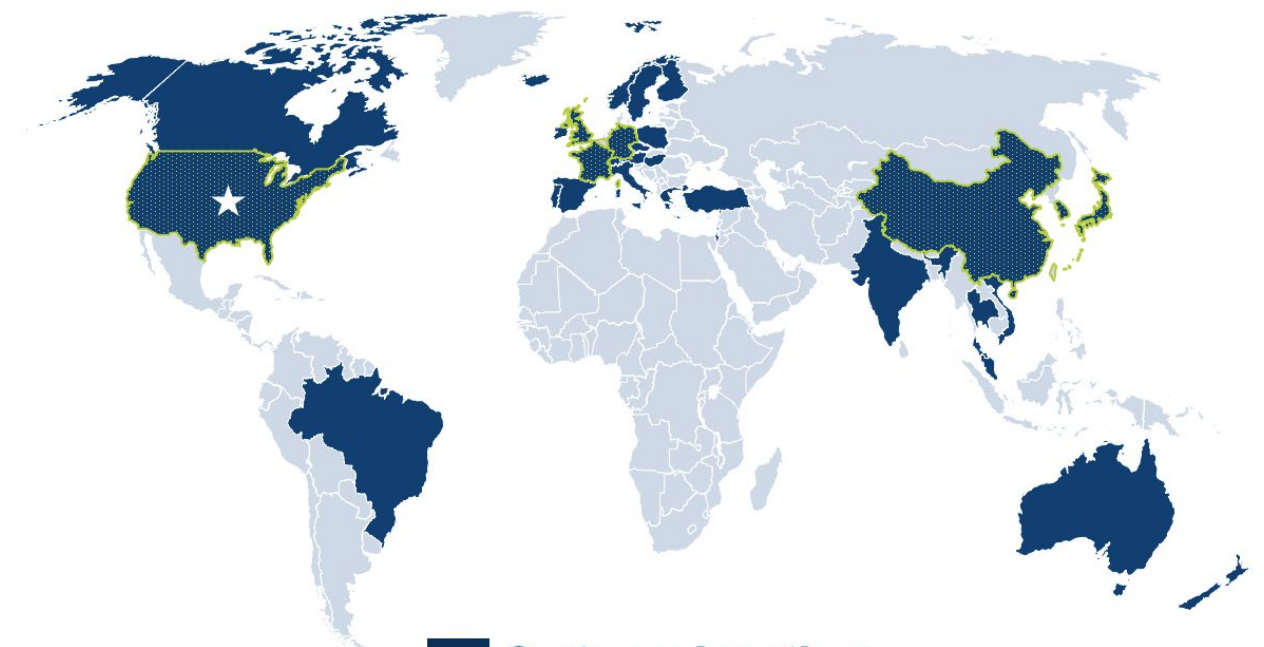
To Achieve Fulfillment

At Brewer Science, we're able to help fulfill the vision of a better tomorrow through 24/7 availability and decades of materials expertise that we bring to each and every project.

We maintain state-of-the-art lab spaces on three continents that enable us to continue building relationships across the globe while maintaining 24/7 availability for our clients.

We're a diverse, global organization, headquartered in the heart of the US in Rolla, Missouri.

[▶ WATCH NOW *Our Anthem*](#)



Customer Locations
Brewer Science Offices

[▶ LEARN MORE *Brewer Science Locations*](#)

Key Outcomes

Brewer Science strives to better the world by creating value for everyone.

How can you quantify the impact you make in society and the lives you change? It's nearly impossible. At Brewer Science, we have limitless value created through our continuous effort to better the world and create value for everyone.

>80%
IMPROVEMENT PLAN
DELIVERABLES

Customer stewardship is best exemplified through our unwavering commitment to continuous improvement. In 2023, Brewer Science is one of only 22 [Distinguished Supplier Award](#) recipients across the Intel global supply chain, being recognized for meeting 80 percent or more of improvement plan deliverables and demonstrating formidable quality and business systems.

33%
EMPLOYEE-OWNED

Brewer Science is Certified-Employee Owned, ensuring that our employee-owners have an equitable and consistent voice in our company governance.

100%
OF ENERGY OFFSET BY WIND

With a surplus of Renewable Energy Credits provided by Rolla Municipal Utilities, we were able to offset 100% of the energy used at our Rolla and Vichy Facilities in 2022. This is one of many initiatives to be good stewards of the environment.

100+
COMMUNITY IMPACTS

Between the 88 employee community service initiatives, eleven anniversary giving gifts, ten employee-led fundraisers, two animal shelter donation drives, two canned-food drives, and several street clean ups at our regional offices, Brewer Science had over 100 unique community impacts, all stemming from our employees' initiative in community engagement.

48,600 lbs
OF COMMUNITY WASTE COLLECTED

Our annual electronic recycling event is one of our many efforts to mitigate waste from landfill. In 2022, we collected 22,400 pounds of tires and 26,200 pounds of electronic waste for recycling.

113
LOCAL SUPPLIERS

In our effort to be a consistent industry leader, we procure the highest quality materials with the intent not only to serve our customer, but to also promote the highest regard for locally-owned and diverse organizations.

1,931
VOLUNTEER HOURS

Brewer Science employee-owners are encouraged to be servant leaders by performing selfless acts. Through our Community Service program, it was documented that 60 employees volunteered a total of 1,931 hours in 2022, serving 88 unique causes, including the environment, education, children, animals, and homelessness.



411
STUDENTS

Between STEM Day at the Capital, hosting facility tours, partnering with local schools and organizations, Brewer Science practices thought leadership by supporting STEAM

140
GROUPS

As a community leader, we liaise with over 140 entities in board, council, chair, advisory, partnership, and consortium roles to strengthen the collaboration in our industry and better serve innovation.

11
PATENTS

A total of [11 new patents](#) were issued in 2022, bringing our total patent count to over 175. Our employee-owners' dedication to continuous innovation is creating value for everyone through further innovation in all our technologies.

Environmental Stewardship

Brewer Science’s passion for environmental stewardship is driven by our responsibility for what we do and our awareness of the impact we have. In striving for continuous innovation and servant leadership we continually evaluate processes for more sustainable practices, ensuring we are having a positive impact on the people, the communities we serve, and the environment.

The company was founded in 1981 with the intent to drive more sustainable methods in

the industry. The EPA created a breakdown of Greenhouse Gas Emissions per Economic Sector, with transportation, electricity, and industry being the three most prominent contributors—all sectors that are directly engaged in the semiconductor industry. Climate change also has a large impact on our supply continuity. Therefore, as an industry, we have a responsibility to accelerate the reduction of our carbon footprint and be intentional in avoiding emissions. We have several practices in place and are continually evolving them.

GreenCircle Certified: Zero Waste to Landfill

Sometimes being an industry leader requires you to find a unique path to achieve your purpose



Without clear industry standards or directives, sustainability efforts are made on an individual level. In 2016, Brewer Science asked third-party auditor, GreenCircle Certified, to

evaluate our waste practices so we can continually innovate our processes to be most sustainable. We are pleased to report Brewer Science has been [GreenCircle Certified Zero Waste to Landfill](#) for the past eight consecutive years, validated through a 3rd-party annual audit.

The Zero Waste to Landfill certification from GreenCircle is one of the most difficult sustainability certifications to achieve. GreenCircle certifies an organization for Zero

Waste to Landfill Certification if only 100% of the materials leaving the facility are intended to be diverted from landfill via one of GreenCircle’s acceptable means of diversion. Waste diversion from landfill, defined as the prevention and reduction of generated waste through source reduction, recycling, reuse, or composting, has been characterized as one of the best ways manufacturing companies can demonstrate genuine environmental responsibility.

Brewer Science is the only company in the semiconductor and microelectronics industry to achieve GreenCircle Certification, and only one of ten companies worldwide to be recognized for Zero Waste to Landfill. Our goal is to apply the lessons learned through the GreenCircle Certified process to our relationships with industry partners and supply chain members. Together we can work together and create a greater value through sustainability efforts in our industry.

Our Environmental Sustainability Journey

Over 20 years ago, we began our first fuel-blending program, which has consistently mitigated over 100,000 pounds of hazardous waste annually. In 2022, 99.7% of hazardous waste was mitigated through fuel blending or metal recovery.

Fuel blending processes hazardous waste derived from liquid and solid waste into fuels that are used as secondary fuel sources to replace coal and natural gas in cement kilns. This method is safe and effective for recovering the energy value of the waste and helps conserve our planet’s finite natural resources.

In 2015, we started a program called Alerion, which separates solvent waste from the waste stream being sent to the cement kilns and uses it to clean tanker cars. After this application, it is then sent to cement kilns. We have improved our processes of separating solvent waste, resulting in a 64% increase in hazardous waste being used in our Alerion program.

	2021	2022
Fuel Blending	155,245	110,314
Neutralized/ Landfilled	1,456	1,482
Metal Recovery	5,526	7,200
Alerion	447,197	467,038
Total	609,424	586,034
% Reused of Recycled	99.8%	99.7%
Alerion Percentage	73.4%	79.7%

[> LEARN MORE *Going Green*](#)

[▶ WATCH NOW *Brewer Science - Going Green*](#)

2022 Second “Big Blue” trash compactor added

2021 Brewer Science became a Certified B Corporation™

2019 Launched Green Chemistry program

2018 Purchased renewable energy credits

2016 Brewer Science became GreenCircle Certified: Zero Waste to Landfill

2015 Alerion Project: began solvent reuse by a third party

2015 “Big Blue” trash compactor added to Rolla campus

2010 Mini-bin program featured in The Wall Street Journal

Energy Conservation

Our strive for servant leadership requires us to be intentional with our energy use.

We are proud to announce our energy consumption has remained consistent despite production increases at our Rolla and Vichy manufacturing facilities. We achieved this by installing more efficient HVAC systems, improving lighting systems throughout our facilities and optimizing our manufacturing practices. Also, ever since our Vichy facility became operational, it has been using a closed-loop geothermal system that reduces our dependence on fossil fuels.

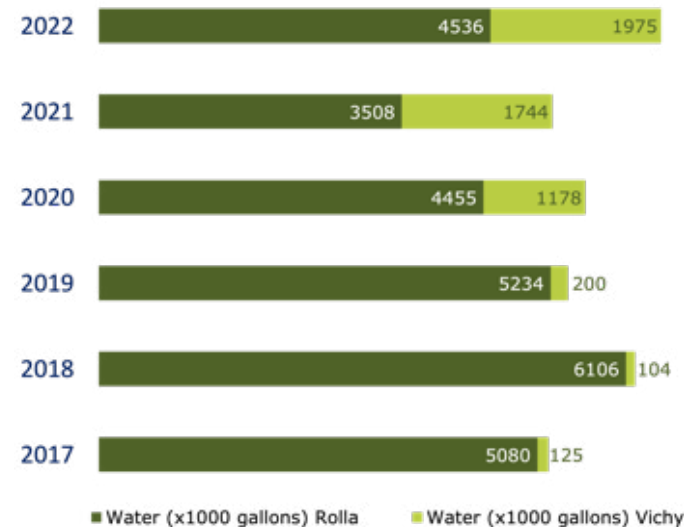
In 2017, our Rolla location started purchasing wind energy through renewable energy credits (REC), which are dependent on the allocations Rolla Municipal Utilities (RMU) determines. In 2017, RMU provided us with 6,030 MWh of RECs. Between 2018 through 2021, the maximum RECs we received was 8,000 MWh. In 2022, 16,066 MWh RECs were available to be purchased, which enabled us to cover over 100% of our Rolla electricity and a 100% of our Vichy electricity. Rolla and Vichy facilities have a 124% energy consumption offset from wind energy in 2022.

Water Conservation

Brewer Science expansions and increased production have increased the overall utility usage year over year; however, our Green Program efforts continue to retrofit existing systems and ensure energy saving options are implemented with new construction projects.

In order to offset our water usage, Brewer Science has implemented several projects.

Water Usage



Chiller/Tower replaced January 2022

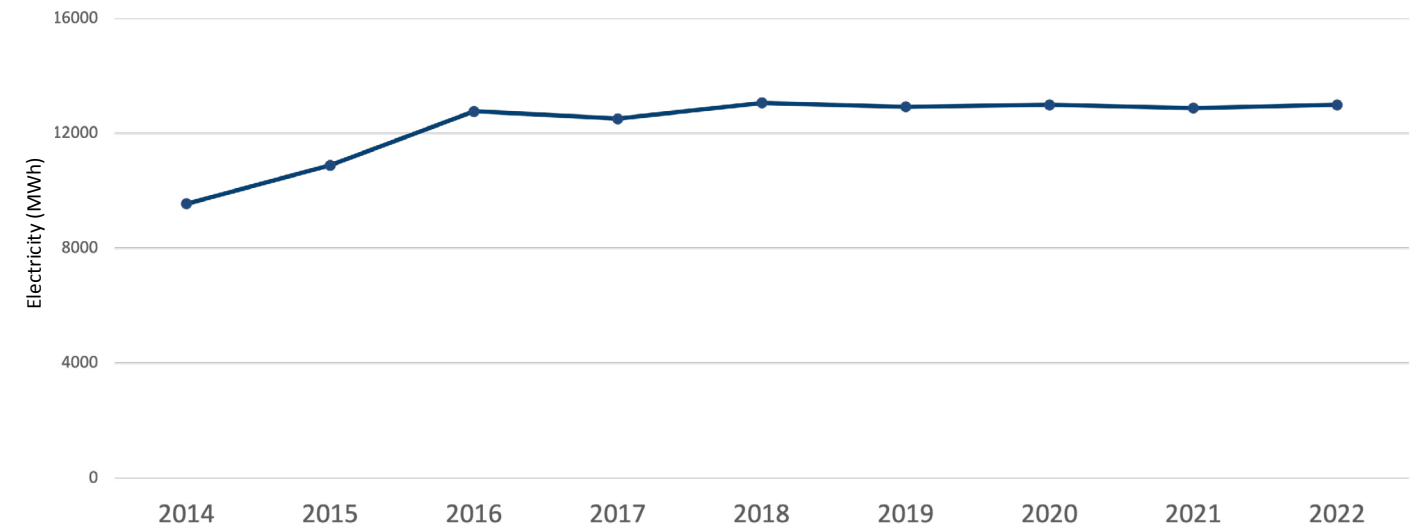
- Electrical savings for more efficient chiller and tower
- Water consumption savings
 - 18 months of use has shown an average savings of 150,000 gallons per month. (2,700,000 gallons since January 2022)



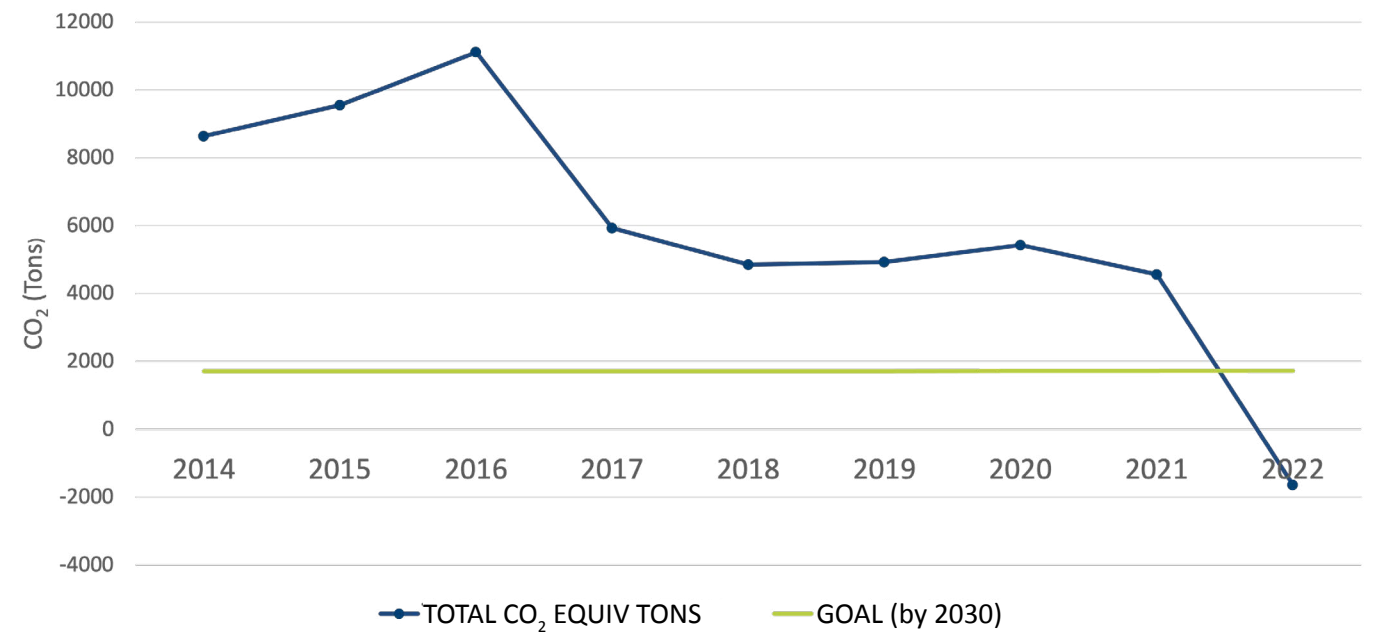
Buildings 1-4 deionized water systems upgraded water softener and reverse osmosis in June 2022

- Average monthly savings of 45,000 gallons

Electricity Consumption



Scope 1 and 2 Carbon Footprint



Due to a surplus in Renewable Energy Credits allocated by Rolla Municipal Utilities, Brewer Science was able to offset the entire energy usage at our Rolla facility, and a large portion of our Vichy facility, thus reducing our Scope 1 and 2 emissions significantly. While we are contracted to purchase at least 8,000 MWh, we purchase more credits as they become available, even if it exceeds our entire energy output.

Creating Value for Everyone

Collaboration is key in creating value for everyone – both in the industry and in our communities. The endeavors we undertake to optimize resource usage and reduce greenhouse gas emissions have a collective impact on all individuals. Being good stewards of our environment is more than just a business decision – it’s an ethical decision we made a long time ago to do everything in our power to make the most positive impact.

Learn how you, too, can become GreenCircle Certified by watching this brief video we created detailing the process and how it could help your organization’s sustainability efforts.

 **WATCH NOW** *How to Become GreenCircle Certified*

Community Leader



Over the years, we have learned a lot through our sustainability journey. We have found our most profound impacts have been in the areas of:

- Offsetting energy with the purchase of Renewable Energy Credits
- Encouraging an employee-mindset focused on sustainability
- Mitigating waste for reuse applications and fuel blending
- Community recycling projects

All these initiatives can be expanded to our international offices. This will require significant research and strategic planning to understand how our impact can best be achieved in the diverse geographical locations. We plan to continuously innovate our sustainability practices, expanding them to other facets of our business – but also to other organizations within our industry.

Founding Member of Semiconductor Climate Consortium

We hope our thought leadership will encourage an environmental-minded engagement across our supply chain.

Brewer Science is a founding member of the Semiconductor Climate Consortium (SCC), which aims to accelerate reduction of greenhouse gas emissions across the semiconductor industry. The SCC is focused on the challenges of climate change and works to speed efforts to reduce greenhouse gas emissions in member company operations and in others.

Between collaboration of member companies and our accumulated knowledge and innovative technology, we will accelerate solutions to the most pressing problems. Working together, we will address and solve issues no one company can do alone.

The SCC is the first global collaborative of semiconductor companies focused on reducing greenhouse gas emissions. The consortium’s members are committed to the following pillars and objectives:

Collaboration

Align on common approaches, technology innovations and communications channels to continuously reduce greenhouse gas emissions.

Transparency

Publicly report progress and Scope 1, 2 and 3 emissions annually.

Ambition

Set near- and long-term decarbonization targets with the aim of reaching net zero emissions by 2050.

Environmental Objectives and Targets

- Reduce Carbon Footprint for Scope 1 and Scope 2 GHG by 80% from baselines (2018) by 2030
- Net Zero Carbon Footprint by 2050
- Provide tangible positive impact via our Outreach Program to our employees, community, customers, and suppliers.
- Divert over 75% of hazardous waste volume to re-use applications (Yearly)
- Achieve 100% Renewable Energy Consumption (Yearly)
- Receive the GreenCircle, LLC. “Zero Waste to Landfill” Certification (Yearly)

Our Customers have a Voice

We listen and together we build better processes

Our Customer Complaint Procedure focuses on responsiveness and ensures the issue is resolved as quickly as possible thus limiting the impact on customers, their production, and the application. We systemically implement the lessons we have learned to take corrective action and ensure our supply chain is performing at optimum efficiency.

Our Customer Scorecards ensure we are continuously improving in areas that are important to our customers. The scorecards help us understand how we can operate at a level that exceeds their expectations and strategically improve processes that are noted on the scorecard.

“As one of only 22 Distinguished Supplier Award recipients across the Intel global supply chain, Brewer Science stands out among suppliers in the semiconductor industry. Their customer orientation and commitment to excellence is a testament to their dedication and serves as a global benchmark for others to follow.”

Keyvan Esfarjani
Chief Global Operations Officer
Intel

Changing Lives Through Technology

Our ever-evolving landscape requires continuous innovation

Brewer Science believes that the best customer stewardship is a result of creating value for everyone. Through our continuous innovation and servant leadership, we strive to surpass the standards and expectations of our customers. Serving them with a relentless passion for continuous improvement and transparency, we have earned our customers’ trust and teamwork. Together, we find life-changing developments, and innovate technology that creates a positive impact in lives across our planet.

Building Industry and Community Leadership

Let’s learn together and better the world

Customer stewardship is an ever-evolving process, reliant on learning from mistakes and building better processes. We take our lessons learned and teach our industry partners so that together, we can all continuously innovate and create value for everyone.

Advisory Board, which will serve as an industry liaison for continuous improvement standards, achieving high-quality materials necessary for advanced technology. Through Sri’s involvement on the SEMI Americas Advisory Board, we can learn from other industry leaders, continuously innovate, and create value for everyone.

In 2022, Brewer Science’s Executive Vice President, Sri Kommu was invited to join SEMI Americas



Ryan Long
Director of Customer Service

“Our dedication towards outstanding customer services requires a continuous innovating mindset – and I don’t mean that only in regard to the technology we develop, but also our approach to thought leadership, problem solving and strategic planning. What’s great about Brewer Science’s employee-owners is that everyone takes pride and initiative in understanding the value we can create for our customers, as well as the communities and industries we serve.”

ISO Certifications



Achieving ISO certification exemplifies our commitment to our employees, community and customers, by continuously evaluating and improving our safety processes to ensure we exceed the highest standards in the world. Brewer Science is certified in three different ISO Standards, including ISO 9001:2015 Quality, ISO 14001:2015 Environmental, and ISO 45001:2018 Occupational Health and Safety.

Wellbeing



Brewer Science recognizes the whole person by providing company programs that help enable employees to have an impact in all aspects of their lives. We encourage employees to better the world through continuous innovation and servant leadership. This can be best achieved through a wellness program that enables creating value for everyone.

- Community service leave
- Flexible schedules
- Donated gifts / service awards
- Paid Leave – Maternity leave, paternity leave, bereavement leave, dependents leave
- Wellness breaks
- Employee assistance program (EAP)
- Education assistance – now 70% with an advancement option

Donated Gifts/Service Awards

In celebration of employment anniversary milestones, Brewer Science provides a monetary donation per year of service to the charity of the employee’s choice. Eleven employees celebrated milestone anniversaries this year, donating \$28,750 to their selected causes ranging from Doctors Without Borders to St. Jude’s Children’s Hospital, churches, and community partnerships.

Flexible Schedules

We have found that flexible working schedules enable employees to have more stress-free lives, enabling a more enjoyable and productive work arrangement. If the position allows, employees can work remote, hybrid, or from the facility – while maintaining their professional obligations and notability. The flexible schedules are essential when working with international demographics, but also promote wellbeing.

Community Service Leave

Recognizing the importance community service plays in an employees full development and wellbeing, Brewer Science encourages employees to be active contributors of their communities through Community Service Leave. While community service has been encouraged since the establishment of Brewer Science, 2022 marks a significant achievement in a company policy change, allocating each full-time employee 40 hours to perform selfless acts in their community. Within the first year of rolling out this new initiative, already 60 employees used the opportunity to contribute 1,931 hours of community service serving 88 unique causes, including environment, education, children, animals, and homelessness.



Daniel Padilla
Research Associate

“I think it is vital for young children to be exposed to science, and I want to do my part in helping inspire the next generation of scientists. The child-like awe of the natural world seems to wane as people grow older, and I want to do what I can to maintain this feeling of wonder and curiosity. I did three chemical reactions for Truman Elementary’s special education pre-K class, and I was also able to show some older students the reactions as well. It was a wonderful experience; I hope to repeat this at many more schools in the area. I am glad I can work at a place like Brewer Science that not only allows their employees to do things like this but encourages us to do this via things like community service leave.”

Employee Assistance Program

The Employee Assistance Program (EAP) provides employees and their household members free, confidential, in-the-moment support to help with personal or professional problems that may interfere with work or family responsibilities.

Wellness Breaks

Employees are encouraged to take 30-minute wellness breaks daily. An on-site gym at our Rolla facility enables employees to build physical and mental development into their daily routine.

Growth Opportunities From Hire to Retire

Brewer Science’s people-focused company culture builds leaders and inspires innovators. Through our Professional Development team, our employees have access to training that is personally-lead and purposely-designed for our business including:

- Emotional intelligence training
- ASPIRE (for aspiring leaders)
- LEAP (for current people-leaders)
- On-demand coaching and mentoring
- Internships and co-ops
- FYI Fridays (weekly educational workshops for professional growth)

The employee-owner’s learning journey from hire to retire is fundamental in Brewer Science’s growth and innovation.

On-Demand Coaching and Mentoring

One of the ways we develop thought leadership is by encouraging each other to seek out diverse perspectives. The on-demand coaching and mentoring offered by Brewer Science’s Professional Development team intentionally and strategically places employees with a mentor or coach who will provide insight and guidance throughout their growth at Brewer Science. The program has been successful in inspiring continuous innovation and encouraging employees to consider the unique values they contribute to the organization and society.



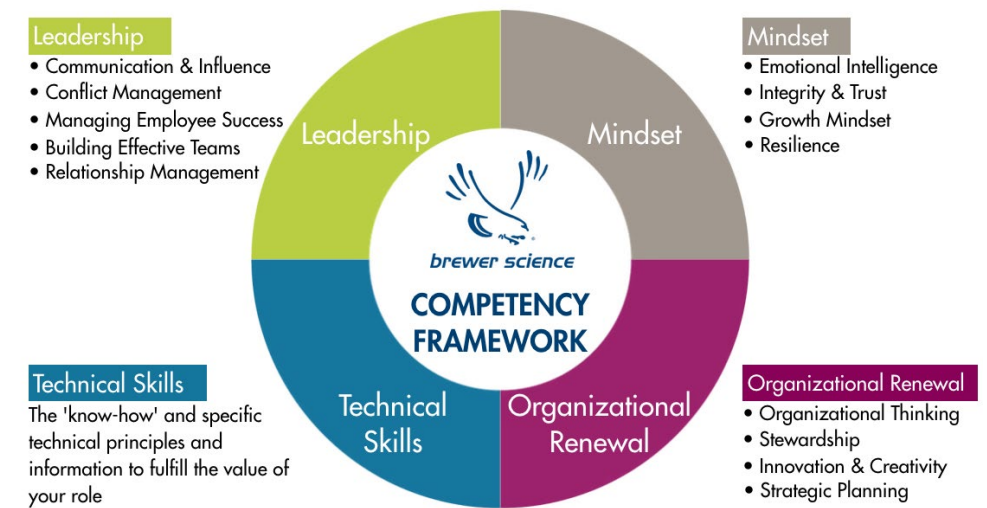
Nathan Ayres
Marketing & Communications Manager



“Being matched with an internal mentor has been invaluable. Regular meetings to share ideas and challenges with someone else who has worked through it before. I feel like I have a close ally outside of my department working to help make me more successful. More recently, I’ve had the opportunity to also meet with an external mentor, gaining an external perspective from someone who has already had a successful career leading a business.”

Competency Framework

Inspiring a company culture focused on bettering the world through continuous innovation and servant leadership starts on an individual level, encouraging employees to develop their capabilities and increase their success. We guide this process by offering a Competency Framework focused on technical and nontechnical skills and providing specific programs to target growth in areas that the employee wishes to develop to provide meaningful work.



Emotional Intelligence Training

Our Professional Development team offers interactive Emotional Intelligence Training for employees to build emotional understanding of both their own motivations and the motivations of others. This popular learning opportunity has provided employees with the insight and knowledge to combat group think, leading to the innovative, problem-solving-focused culture that is necessary for the industries we serve.

Internships and Co-Ops

The internship program at Brewer Science is an invigorating experience for students to immerse themselves in an innovative company, encouraging them to explore their interests and passions while growing as an individual. Over 70% of eligible interns at Brewer Science accept full-time positions at the company. The Brewer Science intern program is international, offering opportunities for STEM and non-STEM majors across the globe. In 2022, there were 29 interns and co-ops involved in diverse functions, specific

to their career interests and aspirations. The intern experience at Brewer Science is focused on developing the student to not only learn about their career field, but also understand the greater impact they have on industry. Each intern is encouraged to understand to better the world through continuous innovation and servant leadership; being a consistent industry leader, thought leader and community leader while creating value for everyone.

Safety-Focused Working Environment



Brewer Science targets a goal of zero incidents. This can only be achieved with meticulous attention to our safety program, which strategically coordinates continuous innovation and employee involvement into our incident recording and prevention actions.

While OSHA Recordable Incidents and DART* rates are a useful measure for tracking workplace injuries and illnesses, they do not account for the severity of the incidents, nor do they assist with preventive actions.

Continuous Innovation in Incident Reporting

Brewer Science’s innovative approach to incident reporting surpasses the metrics required by OSHA. By assigning a severity measure to each incident, we focus not only on the number of incidents, but also the nature of the incidents.

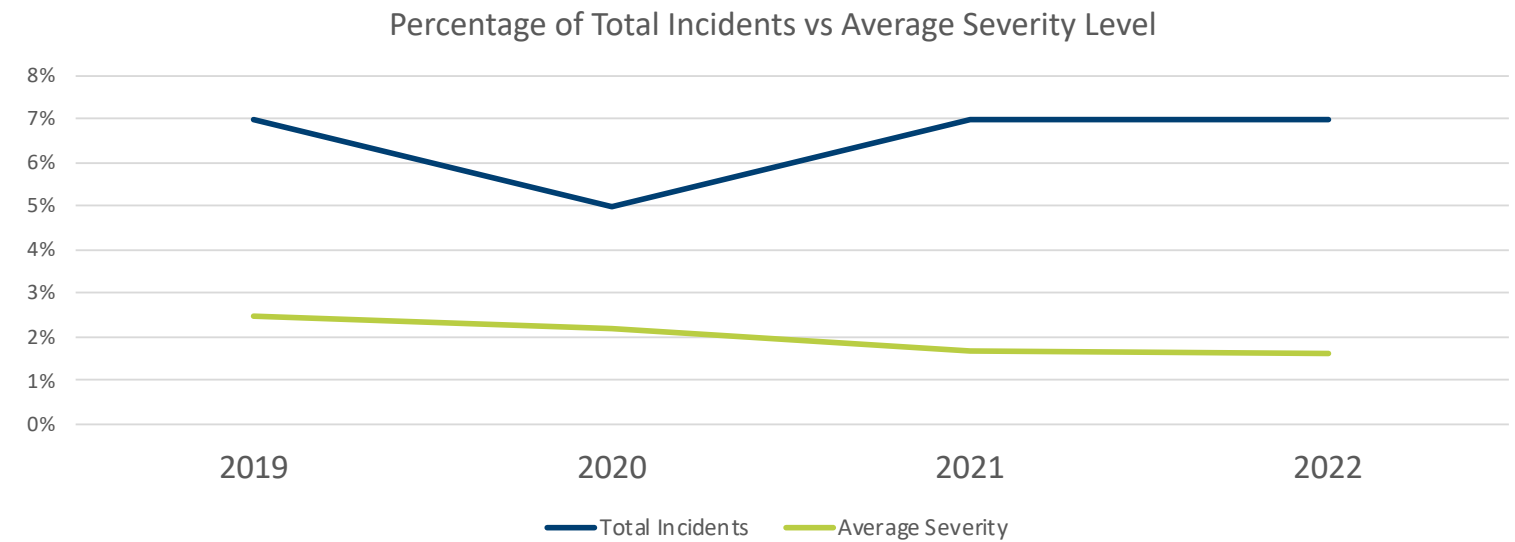
Analyzing the nature of the incidents enables us to understand why the incident happened, thus enabling us to take corrective and preventive actions specific to that incident.

Our Incident Severity tracking records all incidents, and classifies them with a numerical representation. Level four in our severity tracking is equivalent to a required OSHA Recordable Incident. Any incident that occurs that is not OSHA Recordable is assigned a level one through three:

- Incident 1 = Near Miss, No Injury, No property damage, no product loss, small spill
- Incident 2 = Minor injury, Property loss \$1,000 or less, small spill 1 to 10 gallon
- Incident 3 = First Aid, Property loss \$1,000 to \$5,000, Spill greater than 10 gallons
- Recordable = OSHA Recordable Incident, Property loss greater than \$5,000

*DART = Injury requiring Days Away, Restriction or Transfer, Major Property loss or Spill

We document and take corrective action on all incidents, even those below OSHA Recordable incidents. Although our number of employees and production capabilities have increased, we are proud to report our average number of incidents has remained consistent. Our average severity has consistently decreased. We are targeting a reduction in our average severity each year until we achieve our goal of zero incidents.



Employee Involvement in Preventing Incidents

Our Safety Committee serves an important role in the continuous improvements of our safety programs. We use data and suggestions from the Safety Committee to target problem areas that would typically go undetected in DART or OSHA compliance audits.

Successful outcomes of our Safety Committee include the safety pendant, which is used for employees who work outside of normal working hours to provide an additional way to seek help in case of an emergency. Additionally, stairwell coverings to prevent slick steps were another proactive safety measure that the committee recommended. On-site safety training, such as our Fire Extinguisher training, equips all employees with the skills to prevent severe incidents.



Award-Winning Company Culture

Providing customized solutions to customers' unique complex situations requires a sense of purpose and commitment by everyone within the company. This dedication has been instilled through the company values and creates a workplace flourishing with culture. The employees at Brewer Science are attentive to their roles in the company and the value they articulate to the customers, suppliers, and industry. This is best expressed in the employee engagement survey that awarded Brewer Science a [2022 National Top Workplace](#), as well as a regional Top Workplace recognition, with culture award distinctions.

The St. Louis Dispatch published the list of 184 companies that were named a 2022 Top Workplace, with Brewer Science being the only manufacturing company on the list and the only company based in Rolla, MO.

Winners of the Top Workplaces are determined solely on employee feedback gathered through an employee engagement survey issued by Energage, a research company with more than 16 years of experience surveying over 27 million employees at 70,000 organizations. Results are calculated by comparing the survey's research-based statements,

including 15 Culture Drivers proven to predict high performance against industry benchmarks.

Brewer Science is listed as a Top Five Manufacturing & Production Companies to Work for in the USA, published in 2022, recognizing that amidst a national labor shortage and global supply chain crisis, companies with strong company cultures proved to be successful in retaining employees and mitigating risk to assist in building a more robust economy.



Brewer Science ranked above average in three culture drivers, thus earning separate Culture Excellence Awards for Innovation, Work-Life Flexibility, and Compensation & Benefits, described by Energage as the following recognition:

Work-Life Flexibility

The Work-Life Flexibility Top Workplaces award celebrates the organizations that provide options to their employees in how and where they work and have managers who care for their employees' concerns.

Compensation & Benefits

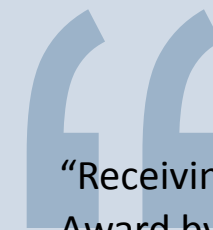
The Compensation & Benefits Top Workplaces awards celebrate the organizations that provide employees not only with material rewards but also with an appreciation for their work.

Innovation

The Innovation Top Workplaces award will celebrate organizations that have embedded innovation into their culture and create an environment where new ideas come from all employees.



Dan Brewer
Executive VP, Corporate Resources



“Receiving the Innovation Culture Excellence Award by Top Workplaces exemplifies our employees’ commitment to providing the most innovative solutions in the industry. It epitomizes our culture where everyone feels welcome to share their novel ideas, so we can transform those to practical implementation, bringing the most cutting-edge solutions to our customers.”

Community Impact

We take a two-prong approach to our community involvement; both contribute to the betterment of the world by creating value for everyone. One is focused on servant leadership by building our local communities with foundational STEM education and support. Our other community focus is to build a stronger industry and economy through partnerships and collaborations.

Local Communities

Education is the foundation of innovation. Our employees have a passion for promoting STEAM education in our local communities, we achieve this in many virtual and in-person formats. Through our STEAM educational outreach efforts, we inspire the next generation of innovators and provide educational resources on STEAM topics.



Corporate Donations

Brewer Science proudly supported 45 organizations in 2022. The organizations were selected based on alignment with our company values and mission, including STEM education, arts, and sustainability. Our employees participate in the selection process, nominating causes they are passionate about. We make a global impact with ten international offices while strengthening the communities we serve.

We celebrate employee milestone anniversaries with a monetary donation to a charity of the employee's choice. In 2022, we donated a total of \$28,750 among eleven employee-selected charities including Doctors without Borders, St. Jude's Children's Hospital, churches, and community partnerships.

Project Lead the Way

Brewer Science has actively supported STEM education in its local communities by collaborating with Project Lead the Way, a nonprofit organization that develops STEM curricula for K-12 educators. By supporting schools' adoption of the Project Lead the Way curricula we enable success for future generations. Teachers are eager to engage students with a higher level of STEM education, but may not have the tools or resources available to them, which is why Brewer Science is happy to help enable this initiative. You can learn how Brewer Science helped a small, rural school in Montana overcome the many challenges of STEM education and adopt a successful curriculum.

[> LEARN MORE](#) *A Foundation in STEM Education is Crucial for Student Success*

Educational Facility Tours

We celebrated Manufacturing Day with tours of our Vichy high-volume manufacturing facility. This tour was one of many tours in 2022, providing opportunities for students to learn more about careers in manufacturing and promote interest in STEAM. We also hosted the Summer Learning Academy at East Central College to show parents best practices on encouraging STEAM education in their children.



K-12 STEAM Outreach

Enlightening young minds to STEAM education paves a path of problem solving, collaborative-thinking mindsets throughout their education. Brewer Science partners with local schools to host Innovation Days, an event focused on sparking students interest in STEAM. The Summer Learning Academy also shows parents best practices on encouraging STEAM education in their children.



Scholarships

Scholarships not only serve as a financial contribution to a student success, but also a reminder of our trust in their endeavors. By showing students we genuinely care about the success of their scholastic achievement, they recognize the importance of their future. Our Phil Allen Memorial Robotics Scholarship and Dr. Norman Dobson Memorial Scholarship also honor two men who made a profound impact on Brewer Science and our community. We are thankful to remember their contributions by supporting education.



Video Series

"I am Manufacturing"

Loretta Peterman, Corporate STEM Education Manager, interviews panels of experts to capture their insight on a diverse range of topics, including supply chain management, quality control, communication, and more.

Virtual Learning Lab

The virtual learning lab launched in 2020, to accommodate educational outreach during a global pandemic. The vast reach of the online videos encourage further expansion of the video library to accommodate interests of the next-generation, including intellectual property protection, and more.

[> LEARN MORE](#) *Community Impact*

Industry Partnerships

Building a strong economic and industry community relies on partnerships

As strong as we are as a company, we are even stronger when we form partnerships with other, equally strong companies. Together, we can leverage our individual strengths and abilities and create a union that is more than the sum of its parts.

At Brewer Science, we seek out these collaborations with companies that we see as unique and innovative. By working in tandem with these partners, we can exceed our own expectations and create a mutually beneficial relationship that produces the highest quality results.

As a community leader, we liaise with over 140 entities in board, council, chair, advisory, partnership, and consortium roles to strengthen the collaboration in our industry, and better serve innovation.

In 2022, Brewer Science’s Executive Vice President, Sri Kommu was invited to join the SEMI Americas Advisory Board, which will serve as an industry liaison for continuous improvement standards, achieving high-quality materials necessary for advanced technology. Through Sri’s involvement on the SEMI Americas Advisory Board, we can learn from other industry leaders, continuously innovate, and create value for everyone.

Brewer Science became a founding member of the [Semiconductor Climate Consortium](#) (SCC) in 2022, which aims to accelerate reduction of greenhouse gas emissions across the semiconductor industry.



[The American Materials Technology Partnership was established by Brewer Science.](#) The coalition recognizes the need for high-quality materials to fuel technological advancement and spur a healthy domestic microelectronics industry. By joining forces with top materials experts, this partnership aims

to fill a unique gap within the industry and deliver leading materials innovation to U.S. microelectronics manufacturers. With the demand for high-quality semiconductor materials on the rise, this partnership will unite voices from across the industry, government, and academia to lead the charge on the next era of growth.

As a part of the National Association of Manufacturers (NAM), we advocate for policy reform that will best serve our industry, economy and society

[> LEARN MORE NAM Policies](#)

Brewer Science is a founding member of the NextFlex advanced manufacturing institute, which works in partnership with academic, industrial, and non-profit organizations to accelerate the development of semiconductor and printed electronics innovations. The establishment of the Missouri NextFlex Node, also known as the Jordan Valley Innovation Center (JVIC) Advanced Manufacturing Node, supports and strengthens Missouri semiconductor industry growth by investing in programs where companies can access talent, capabilities, and collaborations across the state and nation that attract new technologies and jobs to Missouri.

[> LEARN MORE NextFlex Node at JVIC](#)

Ensuring equity and inclusion is among the priorities for procurement creates value for everyone

In 2022, we expanded our diversity, equity, and inclusion policy to include sourcing contractors and suppliers who are local to the operating region. Additionally, our increased focus on procuring from minority, women-owned, or veteran-owned businesses has been incorporated into our supplier classification system to ensure we are equitable for diverse business opportunities.

We advocate for fair labor standards by removing manufacturing locations that violate Certified B Corporation forced labor requirements. In 2022, we removed a manufacturing location from our supply chain that was identified as using child labor.



Governance

We create value for everyone, when everyone's voices are heard

An employee-owner's mindset is focused on continuous innovation



Our initiatives in sustainability, workers, community, and customers wouldn't truly be creating value without ensuring the voice of our people is heard and enforced. Governance is the process and procedures that give our employee-owners a voice to make the world better through their servant leadership. Being a Certified B Corporation, and Public Benefit Corporation, it's required by our corporate governing documents that we ensure all stakeholders are considered in decision making. Our mission to be a company of the people, by the technology, for the customer, to achieve fulfillment is embodied within our culture, and exemplified through the action of our employee-owners. Brewer Science has several programs

that enable employee-owners to be directly involved in business functions to encourage continuous innovation and develop thought leadership.

[▶ WATCH NOW ESOP Announcement](#)



Safety Committee

Our Safety Committee serves an important role in the continuous improvements of our safety programs. We use data and suggestions from the safety committee to target problem areas that would typically go undetected in DART or OSHA compliance audits. Successful outcomes of our Safety Committee include the safety pendant, which is used for employees who work outside of normal working hours to provide an additional way to seek help in case of an emergency. Additionally, stairwell coverings to prevent slick steps were another proactive safety measure that the committee recommended. On-site safety training, such as our Fire Extinguisher training, equips all employees with the skills to prevent severe incidents.

Green Team

The Green Team is comprised of employee-owners who strategize sustainability initiatives. Completely volunteer-based and self-led, the internal group brings together employees from diverse background and expertise. United with the passion for environmental sustainability, the team is tasked with identifying waste-mitigation practices and enforcing more sustainable policies. Currently, the team is evaluating the reduction of single-use items within the company and our events.

Waste Watchers

“And that’s my 2-second lean” – is the phrase you will hear after each of the employee-submitted videos illustrating their clever and strategically planned initiatives to incorporate more lean actions into their daily work routines. Waste Watchers is a fun, monthly event that has turned into a company-wide watch party spanning from groups outside of manufacturing to celebrate the creativity and passion of their peers in waste mitigation. The 10 wastes to eliminate are identified through the presentation, with each presenter describing which of the wastes they are targeting and how their plan will achieve the desired outcome.



Matthew Beard
Executive Director of Strategic Planning,
Management Systems, and Sustainability



“At Brewer Science, our purpose is best shown not in what we do, but why we do it. Spanning from our technology developments to our community engagements, we continually seek ways to use business for the betterment of our society. Our 2023 Impact Report gives a brief glimpse at our past achievements, current initiatives, and goals for the future.”



brewer science

THANK YOU

We are thankful for this opportunity to share our 2022 Impact Report with you.

Whether you are a customer, supplier, community member, or employee-owner at Brewer Science – you contributed to this report. Our purpose To better the world through continuous innovation and servant leadership; being a consistent industry leader, thought leader and community leader - creating value for everyone – literally means everyone. We value you, and the positive impact you bring to our industry, supply chain, community and company.

To learn more about Brewer Science, please visit www.brewerscience.com

Have questions about this impact report, or wish to learn more about one of the topics discussed in this report? Please email communications@brewerscience.com

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