



brewer science

2025 IMPACT REPORT

A Message from Our Executive Chairman

Thank you for being a part of our journey



As we embark on another year of progress and innovation at Brewer Science, I am honored to welcome you to our 2025 Impact Report. This report reflects the collective efforts of our team, highlighting the strides we have made across our key impact areas: environment, people, community, and collaboration. It serves as a testament to our unwavering commitment to pioneering advancements that balance technological excellence with sustainability and social responsibility.

2024 marks a significant milestone in Brewer Science's journey as we evolve our leadership structure to better position ourselves for the future. I am excited to welcome Dan Brewer and Sri Kommu as our new co-CEOs. Their expertise and leadership will drive Brewer Science to new heights, allowing me to focus on building the brand and strategic vision of our Smart Devices business unit. With its immense potential, this division is poised to revolutionize the industry, pushing the boundaries of sensor technology and accelerating the adoption of intelligent systems in everyday applications.

Beyond our own advancements, I have been truly inspired by the broader industrial landscape of the Midwest. The energy and collaboration I witnessed have reinforced that the Midwest is not only a great place to do business but also a catalyst for cross-industry innovation. Brewer Science is proud to be a driving force in this transformation, strengthening our partnerships and expanding our impact far beyond our own operations.

As an employee-owned company, our culture of shared responsibility continues to be the foundation of our success. Our employees bring an unparalleled level of dedication, treating each challenge as an opportunity to innovate and excel. Their ingenuity is what enables us to maintain our leadership in materials and smart technology solutions while upholding our commitments to environmental stewardship and social progress.

Brewer Science's impact extends beyond technology; it is woven into the communities we serve and the partnerships we cultivate. Through our sustainability outreach initiatives,

we continue to empower individuals and organizations to adopt responsible practices that contribute to a more sustainable future. Our efforts are not just about meeting corporate objectives; they are about inspiring meaningful change across industries, supply chains, and society at large.

As you explore the 2025 Impact Report, I invite you to witness the tangible results of our collective efforts. Together, we are shaping a future where innovation, sustainability, and shared progress drive positive transformation. Thank you for being part of this journey with us.



Dr. Terry Brewer

Found and Executive Chairman
Brewer Science, Inc.

A Message from Our co-CEOs



Since stepping into the role of co-CEO alongside Sri in October 2024, I have been honored and excited to help lead Brewer Science into its next chapter. With

the combined strengths of our leadership, we are well-positioned to drive the next phase of growth and innovation in semiconductor materials. Our focus remains on delivering value to our customers and partners by advancing cutting-edge technologies that are shaping the future of the industry.

What excites me most about leading Brewer Science is the power of our people. Being both Certified Employee-Owned and a Certified B Corporation™ means we don't just create technology; we build an environment where our employees are deeply engaged and genuinely empowered. When people have both trust and the freedom to act, amazing things happen—not just within our walls, but across our industry.

Our values—Trust & Integrity, Freedom with Accountability, Win-Win & Mutual Respect, and Curiosity & Creativity—are the foundation of how we approach our work. These aren't just words on a page; they are the reason we're able

to pioneer real solutions to complex challenges in artificial intelligence, memory innovation, and sustainable materials. Empowered people bring new ideas, take bold steps, and push the industry forward in ways that benefit everyone, from customers to communities.

In 2025, our goal is simple yet powerful: to keep fostering a workplace where our team can thrive, knowing their work makes a difference. Because when our people succeed, we succeed—not just as a company, but as a catalyst for positive change in technology and beyond.

I look forward to working alongside our employees, customers, and partners to shape the future of semiconductor materials and continue our mission of innovation and excellence.



Dan Brewer

co-CEO
Brewer Science, Inc.

I am honored to be leading Brewer Science as co-CEO alongside Dan at such a pivotal time in our industry. Together, we are committed to fostering a culture of collaboration and excellence while maintaining our focus on innovation. I look forward to working closely with our talented team as we continue to push the boundaries of semiconductor materials and deliver long-term success.

As the semiconductor industry transitions into the chiplet era, we are developing advanced materials that enable faster data processing, lower power consumption, and more efficient scaling of complex systems. From cutting-edge EUV lithography and advanced packaging materials to critical processes like very thin die handling, gap filling, and hybrid bonding, we're ensuring that our materials solutions meet both present and future industry needs.

Quality is at the core of everything we do, and our Zero Defects program reinforces that commitment. We take pride in ensuring that every material we deliver meets the highest standards, giving our customers confidence in even the most demanding applications. Moreover, our agility in factory expansion, manufacturing capacity and supply chain readiness to meet the increasing demand for high quality and high performance materials from our customers continues to be a key focus area for us this year. In addition, we are also vertically integrating and increasing our product breadth, further adding value to our customers by mitigating their global supply chain risks. Another key focus area is driving sustainability in semiconductor manufacturing, particularly

through the elimination of PFAS. By combining our materials expertise with AI-driven product development, we are finding innovative ways to create

solutions that are both high-performing and environmentally responsible. With over 25 years of leadership experience in the semiconductor industry, I have seen firsthand how innovation and collaboration drive success. The highly talented people and innovation-focused culture at Brewer Science give us a competitive advantage, positioning us to provide high-value products that fuel the growth of the semiconductor industry.

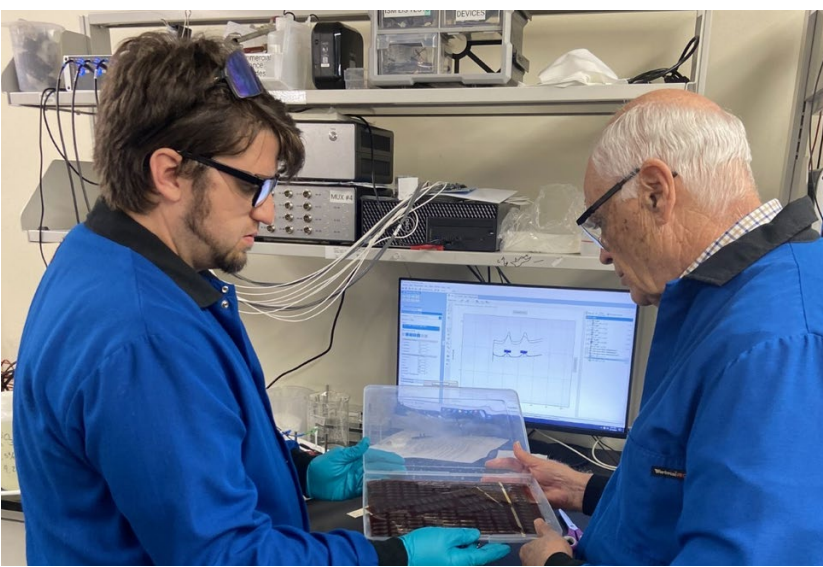
As we move forward, our mission remains the same: to be a company of the people, by the technology, for the customer, to achieve fulfillment. I am excited about what's ahead and look forward to working with our partners to shape a smarter, more connected, and resilient future.



Dr. Srikanth (Sri) Kommu

co-CEO
Brewer Science, Inc.





What can you expect in this Impact Report?

Reports such as the Environmental, Social, and Governance (ESG) reports provide a framework for assessing an organization's business practices and performance on various sustainability and ethical issues. They also provide 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. 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.

Brewer Science's vision statement, or as we like to think of it as a core philosophy, is to be a company "Of the People, By the Technology, For the Customer, To Achieve Fulfillment," emphasizing a company culture focused on employee empowerment, technological innovation, customer satisfaction, and personal fulfillment in their work.

In this report, you'll find our goals:

- Net Zero Carbon Footprint by 2050
- Zero Waste to Landfill Certification
- Lead sustainable material developments
- PFAS-Free by 2028
- Employees to be supported, fulfilled, and empowered
- Provide a safe work environment
- Support community through resources.
- Zero Defects promise
- Provide continuous innovation

[↓ DOWNLOAD 2024 Corporate Sustainability Report](#)

Contents

01

Environment

- Greenhouse Gas Emissions
- GreenCircle Certified
- Industry Sustainability Initiatives
- Sustainable Material Innovation

06

People

- Employee Wellbeing
- Employee Ownership
- Employee Safety

11

Community

- Donations and Giving
- Education

12

Collaboration

- Customers
- Partnerships

About Brewer Science

A company of the people, by the technology, for the customer, to achieve fulfillment. Woven into our vision is a mission to create 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 training, external training opportunities, and room for growth, 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. Forging our own path, we have worked to create a heart of innovation in the heart of America with our world-class manufacturing and materials designed for advanced lithography, advanced packaging, smart devices, and printed electronics to enable cutting-edge microdevices and unique quality monitoring systems for water, warehouse, 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 impact 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

Brewer Science leverages over 40 years of semiconductor materials expertise to bring customers a truly integrated experience both in the R&D of lithography materials and also advanced packaging needs. Our experience working with diverse customers and unique technology needs has enabled us to think proactively and ensure customers are met with a long-term solution as technological innovation continues.

With offices worldwide, we are located in Rolla, MO, and can respond to inquiries, no matter the geographical location.

 **WATCH NOW** *Our Anthem*



Environment

When Brewer Science makes it a mission to be a company “Of the People”, we consider the impact we have beyond our employees, or customers – we consider the impact we are having on our communities. We continually adapt and improve processes for more sustainable practices, ensuring we are positively impacting the people, the communities we serve, and the environment.

Climate change has a significant impact on geographical locations and the people, plants, and animals that live in those environments. Thus, as an industry, we have a responsibility to accelerate and be intentional about the reduction of our carbon footprint and other adverse impacts we may have on the environment.

Environmental Objectives and Targets



Reduce carbon footprint for Scope 1 and Scope 2 GHG by 80% from baselines (2018) by 2030



Divert over 50% of generated waste volume to reuse applications (Annually)



Provide tangible positive impact via our Sustainability Outreach Program to our employees, community, customers, and suppliers



Achieve net zero carbon footprint by 2050



Achieve 100% renewable energy consumption (Annually)



Receive the GreenCircle “Zero Waste to Landfill” Certification (Annually)

Reducing Greenhouse Gas Emissions

Brewer Science is progressing towards our goal to reduce carbon footprint for Scope 1 and Scope 2 GHG by 80% from baselines (2018) by 2030.

Brewer Science has been measuring greenhouse gas (GHG) emissions since 2014. We are targeting an 80% reduction of scope 1 and 2 emissions from the 2018 baseline by 2030 and a Net Zero Carbon Footprint by 2050. This will be achieved by understanding our emissions impact so we can identify more sustainable solutions.

Scope 1 Carbon Footprint

Brewer Science reduced our Scope 1 Carbon Footprint by 2% in 2024!

Scope 1 emissions are greenhouse gases released from sources that we own or control directly. These typically come from the combustion of fuels, such as diesel, gasoline, and natural gas.

Scope 2 Carbon Footprint

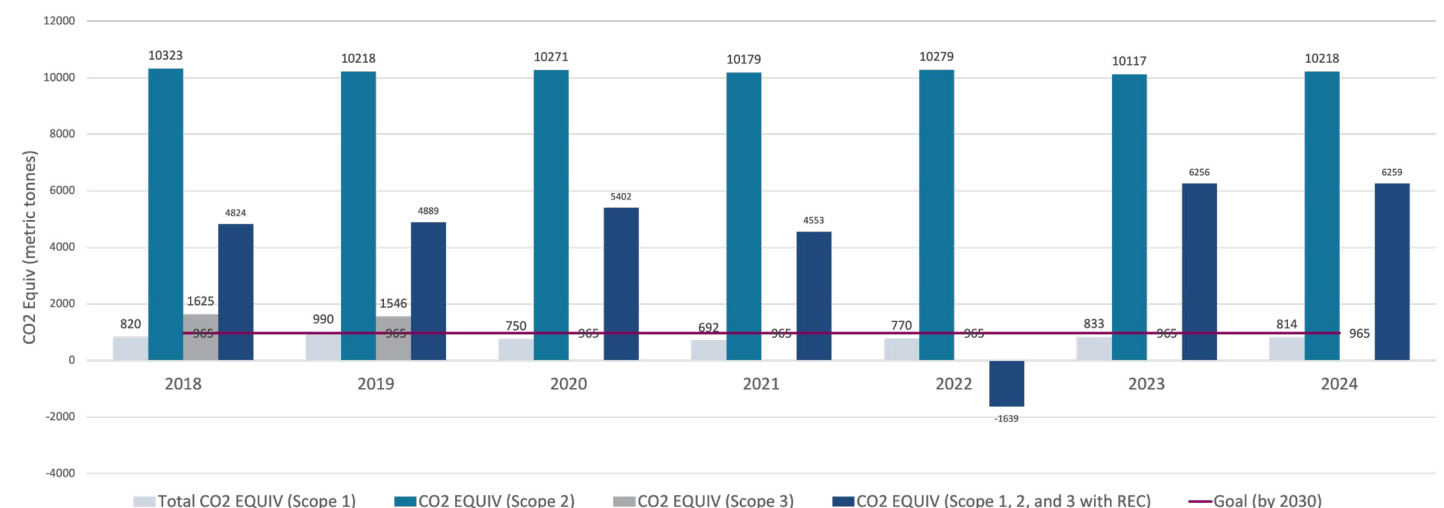
We are proud to announce that our energy consumption has remained relatively consistent at our Rolla and Vichy manufacturing facilities. We achieved this by installing more energy-efficient HVAC and lighting systems throughout our facilities and optimizing our manufacturing processes. Also, ever since 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 (RECs). In 2024, Brewer Science purchased 8,000 kWh RECs, the maximum allocation available, resulting in an offset of 62% of the energy used at our Rolla and Vichy locations.

Scope 3 Emissions

Brewer Science has reduced our Scope 3 Carbon Footprint by 5% in 2024. As a commitment to the Semiconductor Climate Consortium to reduce emissions across the supply chain, Brewer Science monitors and manages upstream and downstream processes to ensure they are sustainability focused. Some of our initiatives include:

- Utilizing and encouraging carpooling methods where appropriate
- Efficiently coordinating shipping orders to reduce emissions
- Utilizing suppliers with environmentally conscious business initiatives

Green House Gas Footprint

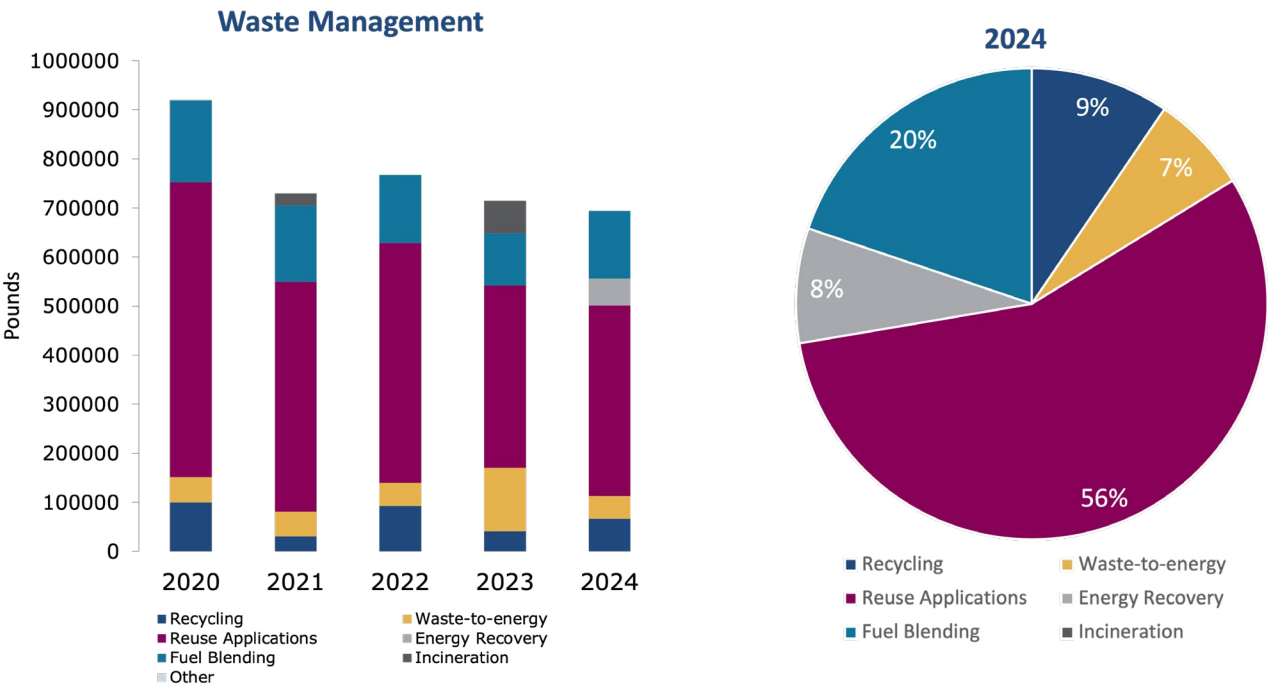


Waste Management

Brewer Science aims to divert over 50% of generated waste volume to reuse applications annually.

As part of our ongoing efforts to promote a circular economy, we have not only reduced generated waste, we have also diverted most of the waste that is generated to reuse or recycling. From October 1, 2023, to September 30, 2024—aligned with our GreenCircle Certified Zero Waste to Landfill reporting—we generated a total of 693,991 pounds of waste, reflecting a 3% reduction from the previous year. Of this, 56% was successfully reused or recycled, underscoring our dedication not only to reducing waste but also to ensuring it is responsibly diverted for reuse or recycling.

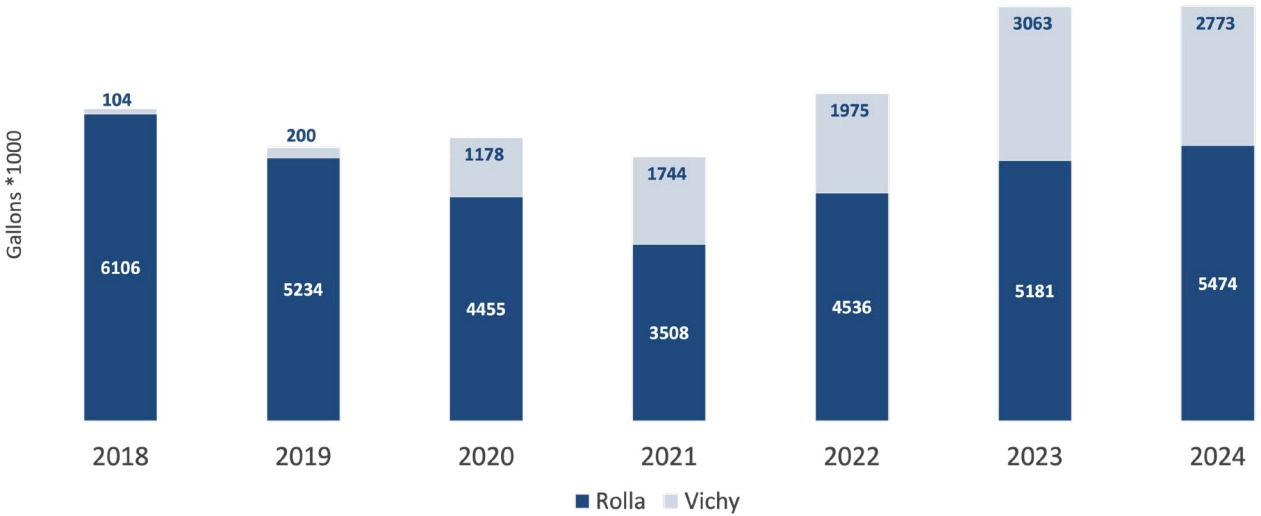
Our innovative approach includes our Alerion Project, which separates solvent waste from a waste stream and reuses the solvent waste to clean tanker cars.



Water Conservation

Brewer Science’s expansions and higher production levels have led to an increase in water usage year over year. However, our Green Program efforts continue to retrofit existing systems and ensure water-saving options are implemented with new construction projects.

Water Usage



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

“The goal of these collaborative sustainability efforts is to create systemic change by aligning incentives across the value chain, fostering innovation in sustainable materials, and accelerating progress toward global climate goals. By working together, we amplify our individual efforts and push the industry toward a more responsible future.”

Expanded Polystyrene Foam Recycling

At Brewer Science, sustainability means finding innovative ways to repurpose materials. In 2024, we recycled approximately 3,000 pounds of #1 density EPS / Expanded Polystyrene — lightweight packaging material commonly used in the industry. Instead of adding to landfills, we collaborated with Atlas Roofing Atlas Molded Products to transform this foam into high-quality insulation for homes, including tiny houses, and moisture-resistant picture frames and crown moldings used on cruise ships or other Industries where durability is a must.

How does the recycled foam from our shipments go through the process to become a reusable product? Atlas Roofing Atlas Molded Products provides pictures to illustrate the journey of the recycled foam through their facility, and how it becomes a renewed product, completely diverting these scraps from our landfills.

Grinding: Foam is broken down into smaller pieces for easier handling.



Scrap being fed into the grinding machine



Densifying: Ground foam is compressed into dense blocks or logs, increasing its weight from 1.5 lbs/ft³ to 26 lbs/ft³ for efficient storage and transport.



Stacked densified logs ready for shipment



Ground-up scrap being densified

Beyond industrial recycling, another critical part of this initiative is Brewer Science's collaboration with the Kyle Center, a nonprofit career readiness center for special-needs adults. Students line and prepare boxes, developing valuable skills along the way.

GreenCircle Certification

Brewer Science aims to achieve Zero Waste to Landfill GreenCircle Certification annually



GreenCircle's rigorous evaluation process provides independent verification that claims of sustainable aspects of products and operations are valid. Manufacturers, suppliers, regulators, occupants, and consumers can be assured that products labeled with the GreenCircle Certified mark have been thoroughly assessed and their claims verified to applicable standards.

Green Circle Certification has several tiers of certification, with Zero Waste to Landfill being the most challenging to earn.

Brewer Science remains the first and only company in the semiconductor and microelectronics industry to achieve Zero Waste to Landfill Certification, accredited through GreenCircle Certified. GreenCircle certifies organizations for Zero Waste to Landfill status when all waste leaving a facility is redirected through approved diversion methods such as source reduction, recycling, reuse, or composting. This certification is widely regarded as one of the most effective ways for manufacturers to demonstrate genuine environmental responsibility.

GreenCircle Certified's Zero Waste to Landfill certification is accredited by the American National Standards Institute (ANSI) National Accreditation Board (ANAB). ANAB, part of the ANSI, is a globally recognized accreditation body that ensures GreenCircle's certification process adheres to the highest industry standards for quality and reliability. This accreditation reinforces the integrity of Brewer Science's Zero Waste to Landfill Certification. More information on GreenCircle's ANAB accreditation can be found on their [website](#).

> **LEARN MORE** *Going Green* > **LEARN MORE** *Brewer Science Earns GreenCircle Certification for Zero Waste to Landfill for Tenth Consecutive Year*

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 backgrounds and expertise. United with a passion for environmental sustainability, the team is tasked with identifying waste-mitigation practices and implementing more sustainable policies.



Community Outreach



Organizing outreach is how Brewer Science extends our sustainability impact beyond the walls of our company and encourages others to join in our mission to pave a more environmentally conscious community.

Outreach and Education

In 2023, we launched our Sustainability Outreach Program to help employees, suppliers, customers, and the communities in which we operate incorporate more environmentally conscious activities and ideas into their daily lives and operations. The Sustainability Outreach Program includes four informative self-paced guides that serve as a roadmap for expanding knowledge of environmental sustainability. Participants learn how to define targets for continuous improvement, design for sustainable infrastructure, manage natural resources, and measure impact.

“The Sustainability Outreach Program has made me more aware of my environmental impact. I am more conscious of my actions, and make choices that promote sustainability, such as recycling, composting food scraps, or energy usage.”

Anonymous Participant of the Sustainability Outreach Program

[> LEARN MORE Sustainability Outreach Program](#)

Community Recycling Event

Brewer Science has been hosting an annual community collection event since 2002. Promoted as the “Electronics, Appliance, and Tire Collection,” the event organizes community partners along with the Meramec Regional Planning Commission and Ozark Rivers Solid Waste Management District to reduce waste going to landfills. Residents can bring their household electronic and tire waste to our Rolla facility during these events.

The event is supported by a group of Brewer Science employees who volunteer their time and effort to better the community and the environment through servant leadership.

In 2024, we added appliance collection to our annual recycling event. We collected 10,300 pounds of appliances, in addition to the 33,366 pounds of electronic waste, and 18,420 pounds of tires. Cumulatively, this is 63,220 lbs (31.61 tons) of waste mitigated from the landfill this year! Since the program started in 2002, it has diverted a total of 1,375,555 pounds (688 tons) of waste from local landfill sites.



Industry Sustainability Initiatives

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 the 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 the semiconductor industry.

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

Sustainable Material Innovation

Brewer Science is collaborating with suppliers and customers, targeting a PFAS-free material portfolio by 2028.



PFAS-Free Materials Roadmap

Brewer Science supports long-term ecological balance for future generations by creating quality products and processes that do not harm the environment or deplete natural resources. Forever chemicals, toxic substances that accumulate in the environment and hardly degrade, in our products pose a threat to this commitment. Although challenging, a relentless effort to eliminate per- and polyfluoroalkyl substances (PFAS) from our product portfolio is underway. We are pursuing a multifaceted approach to reduce and eliminate the lasting impact of forever chemicals within our materials by collaborating with our suppliers and local universities to synthesize PFAS-free additives, cooperating with SEMI and SIA focus groups, and reformulating our materials to remove these chemicals altogether.

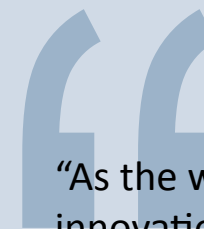


Currently, the majority of Brewer Science's BARC materials are PFAS-free.

[> LEARN MORE](#) *Four Things Every Engineer Should Know About PFAS*



Ryan Long
Director - Customer Service



"As the world pushes toward more sustainable innovation, our customers are seeking solutions that do not sacrifice performance for while promoting environmental responsibility. Brewer Science is proud to be on the forefront, delivering PFAS-free materials that integrate seamlessly into existing processes – helping our partners meet their goals without compromise."

People

A people-focused company culture builds leaders and inspires innovators. Employee well-being is one of the most important assets in which a company can invest. Brewer Science encourages a more mindful problem-solving approach by promoting healthy lifestyles in the workplace. Finding complex technology solutions requires a strategic and systematic approach, emphasizing focus and attention. Promoting employee wellness benefits the employees, our customers, and our partners. Ultimately, everyone benefits when company policies focus on employee well-being.

Since its establishment in 1981, Brewer Science has been a company “of the people,” referring to the first part of its vision statement. However, since becoming a Certified B Corporation™ in 2021, informal wellness programs that were already in place have been written into company policies. The evolution of these policies continues and the company improves its employee wellness policies annually.

Brewer Science recognizes the whole person by providing company programs that help employees make an impact in all aspects of their lives.

- Flexible schedules
- Paid leave – maternity leave, paternity leave, bereavement leave, dependents leave, grandparent’s leave
- Paid wellness breaks
- Education assistance
- Employee Assistance Program – including lifestyle coaching
- Technology, wellness, and sustainable item reimbursement
- Disconnect days
- Community Service Leave
- Donated gifts/service awards



Vicki Hallsworth
Director, International Human Resources

Brewer Science is a human-centric organization, and that shows in its support of every aspect of our employee-owners’ well-being and workplace experience. We’re committed to creating an environment where people can bring their best selves to work and do meaningful work. By investing in the whole person, we foster a culture where innovation thrives, minds are fulfilled, and each individual feels empowered to grow personally and professionally.

Flexible Schedules

We have found that flexible working schedules enable employees to have more stress-free lives, resulting in 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. Having flexible work schedules allows employees to focus on well-being activities, such as doctor visits or care of loved ones, without sacrificing work productivity. The flexible schedules are essential when working with international demographics but also promote wellbeing. Employees are encouraged to communicate with their managers and plan accordingly when using flextime. The flexibility in scheduling has helped employees meet family obligations while still achieving workplace excellence.

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 paid wellness breaks daily. An on-site gym at our Rolla facility encourages employees to build physical and mental development into their daily routines. Employees also receive an annual wellness reimbursement benefit they can use to purchase gym equipment or a local gym membership.

In 2024, employees were granted a Disconnect Day on the first normal working day of the year. To ensure employees could completely “unplug” and connect with their families, Brewer Science closed its offices at all locations on January 2.



Community Service Leave

Recognizing the importance community service plays in an employee's total development and well-being, Brewer Science encourages employees to be active contributors to their communities through Community Service Leave. Full-time employees are awarded 40 hours, and interns are granted 16 hours of paid leave to perform selfless acts that benefit numerous communities.

Brewer Science employee-owners contributed 72% more time to community volunteerism in 2024 than in 2022!



Monica Benthall, Executive Administrator at Brewer Science, enjoys volunteering at local school districts. "My grandsons motivate me to volunteer. They always ask when I am coming to volunteer in their class and their classmates when I see them outside of the school. They are a joy to be around and give the best hugs," shares Monica Benthall.



Kevin Edwards, Senior Project Manager at Brewer Science, volunteers for the Ozark Actors Theatre. The Phelps County Focus shared his story, illustrating the parallels between creativity on stage and innovation in the lab.

Photo credit: Bob Phelam, Phelps County Focus



Charlie Dowell, Applications Supervisor at Brewer Science, volunteers with the Vichy Volunteer Fire Department. In addition to putting out fires, he also helps fundraisers by cooking on the grill or helping in the kitchen. "It gives you a sense of pride, feeling that you might be making a difference in someone's life. It is an awesome feeling to help someone in their time of need," shares Charlie.



Daniel Gaynor, Engineering Technician at Brewer Science, volunteers for the National Park Service deer monitoring program out of his enjoyment of nature and desire to contribute in any way he can. When asked how he feels when volunteering, he jokingly states, "Cold!" since most of his work happens in January and February later at night. Jokes aside, he shares, "It's a fun way to go out and enjoy nature and contribute to a cause that I care about."

Donated Gifts/Service Awards

In 2024, 31 employee-owners celebrated milestone anniversaries, donating \$43,645 to their selected causes including animal shelters, children's groups, churches, and community partnerships. This impact not only creates a positive effect on the organizations receiving the donations but also on the employee-owners in honor of which the donations were made.



Melinda Cochran
Regional Account Manager

"One of my favorite things about working at Brewer Science is how encouraging the company is to support the employees' passions. On my work anniversary, I was awarded a donation to support a cause I care about, and of course I chose the Rolla and St. James Animal Shelters, knowing that they are making a profound impact in our community caring for dogs and cats until they find their forever homes. In fact, one of my best friends, Bonnie (a yellow lab) was adopted from the Rolla Animal Shelter. Bonnie and I spent many enjoyable years together. This cause is very dear to my heart and knowing that I work at a company who shares my values creates a sense of fulfillment. There's a lot of kindness among my colleagues and I feel opportunities like this, to be able to share in each other's passions, fuel that sense of community and make a positive impact."



Daniel Hill
Applications Technician

"The commitment and investment Dr. Brewer has made in giving back to the community is awe-inspiring. It is something I admire and respect so much that it inspired me to donate my work anniversary award. I chose to support Rolla Lions Club for several reasons, including the fun times and memories I have with my kids there and the great use I continue receiving from it by walking around the pond. I'm grateful for the many benefits of working at Brewer Science and the opportunity they provide to use paid time and award donations to be able to invest in things that are important to me and help improve our community."



Clarissa Meyer
Talent Acquisition
Team Lead

"I chose to donate my service award to Russell House because I see how much of an impact they make in our community to those affected by domestic and sexual violence. I've seen these types of resources in action supporting friends and loved ones when they found themselves in a scary and vulnerable situation, so it is a cause near and dear to me. I love that Brewer Science provides an avenue for employees to financially support organizations that are there to serve our community and connect resources to those in need. This along with our volunteer hours really allow Brewer Science employees to ensure we are truly a benefit corporation and are bettering our community and making a lasting impact."

Growth Opportunities From Hire to Retire



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

- Emotional intelligence training
- Career vision development plans
- “Walk a Mile” professional experiences
- External training requests
- Digital learning library
- ASPIRE (for aspiring leaders)
- LEAP (for new people leaders)
- SOAR (for continued development of leadership skills)
- On-demand coaching and mentoring
- Internships and co-ops
- FYI Fridays (weekly educational workshops for professional growth)

The employee-owners’ learning journey from hire to retirement is fundamental to Brewer Science’s growth and innovation.



Emotional Intelligence Training

Our Professional Development team offers interactive Emotional Intelligence Training on topics that aid in professional development but also translate into improving employees’ wellness, both professionally and personally. One training program focuses on emotional intelligence, which encourages employees to be mindful of their emotions and those around them and how to best address differences.

Competency Framework

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

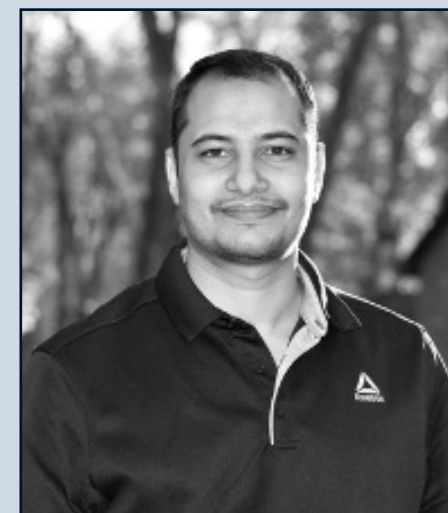
On-Demand Coaching and Mentoring

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 pairs 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.



Internships and Co-Ops

The internship program at Brewer Science is an invigorating experience allowing students to immerse themselves in an innovative company, encouraging them to explore their interests and passions while growing as individuals. 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 2024 there were 22 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 students and helping them learn about their career field and understand the greater impact they have on industry. Each intern is encouraged to understand the importance of bettering the world through continuous innovation and servant leadership by being a consistent industry leader, thought leader, and community leader while creating value for everyone.



Hasan Al-Abedi, Ph.D.
Process Engineer

“My Co-op experience at Brewer Science was truly transformative—it allowed me to apply classroom knowledge to real-world challenges and gain hands-on exposure to advanced materials and manufacturing processes. The mentorship, innovation-driven environment, and collaborative culture helped me grow both technically and professionally. Now, as a full-time Process Engineer, I’m proud to be part of a team that’s shaping the future of technology.”

Employee Recognition

Certified Employee-Owned

Brewer Science became partially employee-owned in 2020 when the Brewer Family made a gift to Brewer Science employees of 33% of the shares in the holding company that owns Brewer Science. Later that year, it was recognized with other members of the employee-owned community as it also became Certified Employee-Owned (Certified EO).

Certified EO is the leading certification program for employee-owned companies in America. To become a member of Certified EO, companies must pass a rigorous certification process to demonstrate that their employees own at least 30% of the business, access to ownership is open to every employee, and the concentration of ownership is limited. Fewer than 1 in 200 American companies are eligible to join Certified EO.

In addition to employee ownership being a vessel of company governance, the certification also demonstrates the ownership employees take in their responsibilities by ensuring we continually innovate and provide our customers with the best solutions.

[➤ LEARN MORE](#) *Brewer Science Announces Employee Ownership Program*



Top Workplace in Manufacturing Industry



Brewer Science was named a 2024 National Top Workplace in the Manufacturing Industry, marking the fourth consecutive year the company has received this recognition.

This list is based solely on employee feedback gathered through a third-party survey administered by employee engagement technology partner Energage LLC, a research company with more than 18 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.

In addition to being named a National Top Workplace in the Manufacturing Industry, Brewer Science received regional recognition as a 2024 Top Workplace in Greater St. Louis, marking the eighth consecutive year the company has received this recognition.

"Being recognized as a Top Workplace both on a national industry level, as well as locally within our community, speaks volumes to Brewer Science's dedication in providing our employee-owners with the most fulfilling work experience," states Dan Brewer, co-CEO at Brewer Science.

Culture Badges demonstrate employee satisfaction

Brewer Science ranked in the top 25% in two culture drivers, thus earning separate Culture Badges for Work-Life Balance and Supportive Managers, described by Energage as the following:

Work-Life Balance: Employees have the flexibility they need to balance their work and personal life.

Earning the Work-Life Balance badge is best exemplified by some of Brewer Science's policies and benefits, including:

- Community Service Leave
- Flexible Schedules
- Wellness Breaks
- Disconnect Days

Supportive Managers: Employees feel the managers at Brewer Science care about their concerns and help them learn, grow and succeed.

"Brewer Science is honored to receive the Top Workplace Award for the eighth consecutive year and to be recognized for supportive managers and work-life balance – drivers enabling our employee-owners to be fulfilled and engaged," states Vicki Hallsworth, Director of International Human Resources at Brewer Science. "Valuing our employees' well-being and workplace experience is key to our success, as their investment and satisfaction drives company and industry growth, enabling us to provide exceptional service and innovative solutions our customers and communities trust and expect."

[➤ LEARN MORE](#) *Brewer Science Named 2024 National Top Workplace in Manufacturing Industry*

Employee Safety

We document and take corrective action in response to all incidents, even those that don't qualify as 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 consistently low. Our average incident severity has also continued to decrease. We are targeting a reduction in our average incident severity each year until we achieve our goal of zero incidents. Our goal of zero incidents can only be achieved with meticulous attention to our safety program, which strategically coordinates continuous innovation and employee involvement in our incident recording and prevention actions.

Employee Involvement in Preventing Incidents

Our Safety Committee plays an important role in the continuous improvement 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 installing an access stairwell to the building 1 – 4 roofs, repairing sidewalks after winter damage, and twelve Safety Committee members earning their 10-hour OSHA Certifications. Moreover, on-site safety training, such as our CPR training, equips our employees with the skills to prevent severe incidents.

Waste Watchers

“And that’s my 2-second lean” – is the phrase you will hear after each employee-submitted video illustrating their clever and strategically planned initiatives to incorporate more lean actions into their daily work routines. Lean manufacturing refers to the practice of minimizing waste while simultaneously maximizing productivity. Waste Watchers is a monthly event that has turned into a company-wide watch party to celebrate the creativity and passion of their peers in waste mitigation. The ten 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. The ten wastes we target to be more lean are:

- Defects
 - Overproduction
 - Waiting
 - Talent
 - Overspending
- Transportation
 - Inventory
 - Motion
 - Overprocessing
 - Not Being Green



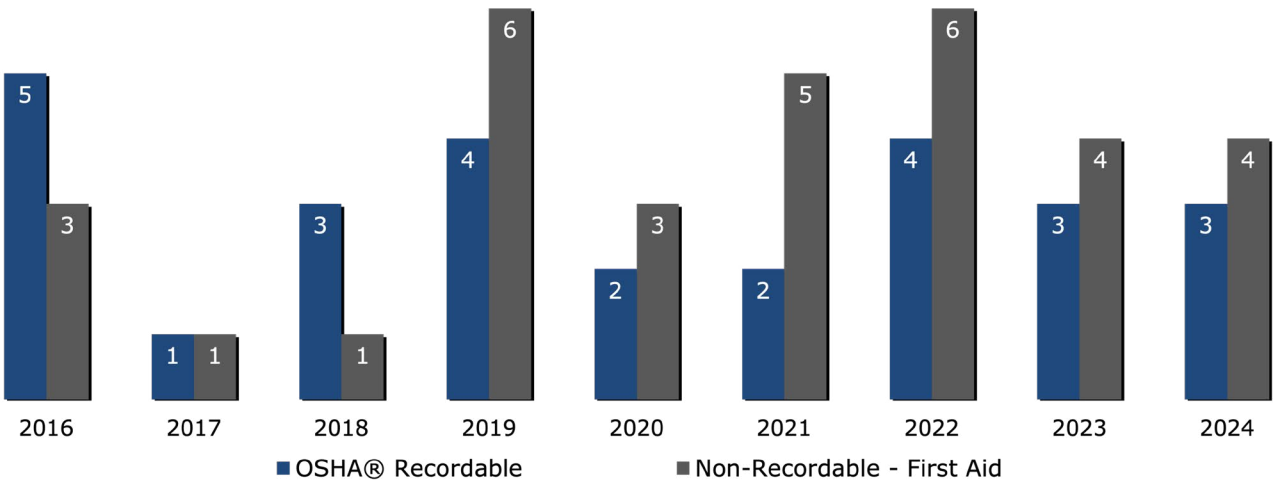
Continuous Incident Reporting

While OSHA Recordable Incidents and DART (injury requiring days away, restriction or transfer, and major property loss or spill) 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. 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 allows us to understand why the incident happened, thus enabling us to take corrective and preventive actions specific to that incident.

Our Incident Severity tracking system records all incidents and classifies them with a numerical representation. Level four in our severity tracking is equivalent to a required OSHA Recordable Incident.

Index	Criteria
1	Near miss, no injury, no property damage, no product loss, small spill
2	Minor injury, property loss \$1000 or less, small spill 1 to 10 gallons
3	First aid, property loss \$1000 to \$5000, spill greater than 10 gallons
4	OSHA® recordable incident, property loss greater than \$5000
5	Injury requiring days away, restriction or transfer, major property loss or spill

Summary of Recordable and Non-Recordable Injuries



Community

We take a two-pronged 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 STEAM (science, technology, engineering, art, and math) education and support. Our other community focus is to build a more robust industry and economy through partnerships and collaborations.

Brewer Science proudly supported 45 organizations in 2024 through donation drives and fundraising. The organizations were selected based on alignment with our company values and mission, including STEM education, arts, and sustainability. Our employee-owners participate in the selection process, nominating causes they are most passionate about. We make a global impact with ten international offices while strengthening the communities we serve.

Company Blood Drives

Brewer Science partners with the Community Blood Center of the Ozarks to host on-site blood drives. Our employees donated a total of 105 units in 2023. If each donation can save three lives, 315 lives might have been saved by our employees' generosity, not to mention the number of people who were touched by those lives being saved.

Workforce Development

Dr. Andrea Chacko and Joyce Lowes from Brewer Science developed a series of engaging educational videos, including Photolithography 101 and the Moore's Law Series, to help students and professionals gain a clearer understanding of semiconductor fundamentals. These videos break down complex concepts into accessible lessons, highlighting how foundational technologies like photolithography drive material innovation and enable the continued scaling of devices in line with Moore's Law. Their efforts support workforce development and foster a deeper appreciation for the role materials play in advancing the semiconductor industry.



[> LEARN MORE](#) *Understanding Lithography: Intro to Lithography Series*

[> LEARN MORE](#) *Exploring Semiconductor Packaging Moore's Law Series*

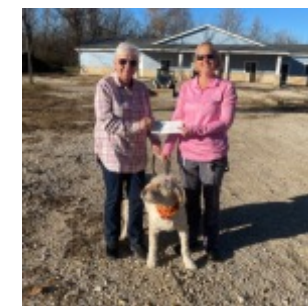
Donations and Giving



Brewer Science employee-owners collected toys for Russell House. The admin group delivers the items to the women at the Russell House so they can create Easter baskets for their children who may also be housed there.



Cathi Barth, Corporate Relations Representative at Brewer Science, stands next to the food donation items collected by Brewer Science employee-owners that were donated to Rolla Friday Backpack Program/Hope Alliance. The program supplements students who come from food-insecure homes each Friday, in order for them to have meals they can make for themselves over the weekend.



Lori Strothmann organizes an annual donation drive for the Phelps County Animal Shelter. Brewer Science corporate leadership encourages employees to reach a donation goal by supplementing employee donations with an additional corporate donation when the goal is met.



Carissa Jones, Senior Scientist at Brewer Science, volunteers at the Springfield, MO Discovery Center during the Lab Coats and Tiaras event. Carissa worked at the "frozen bubbles" station. "I like helping at events that enable young minds to learn more about science! It's a passion I can easily share with anyone and makes a big difference in our communities."

Scholarships

Scholarships not only serve as a financial contribution to a student's success but also as 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 to supporting education.



K-12 STEAM Outreach



Enlightening young minds through STEAM education paves the way for problem-solving and collaborative-thinking mindsets throughout their education. Brewer Science employees take time to visit local elementary schools to talk to students about careers in STEM and manufacturing.



Tracy Jenkins
Corporate Relations Representative IV

“At Brewer Science, we believe investing in education today will build a future for a stronger workforce for generations to come. We work to ensure our community investments are making a lasting impact. We know that building the next-generation of innovators requires a strong foundation — not just in STEM, but in all areas of learning. As technology evolves, the success of our communities, industries, and society will depend on students having access to educational opportunities today. We’re proud to play a role in their success.”

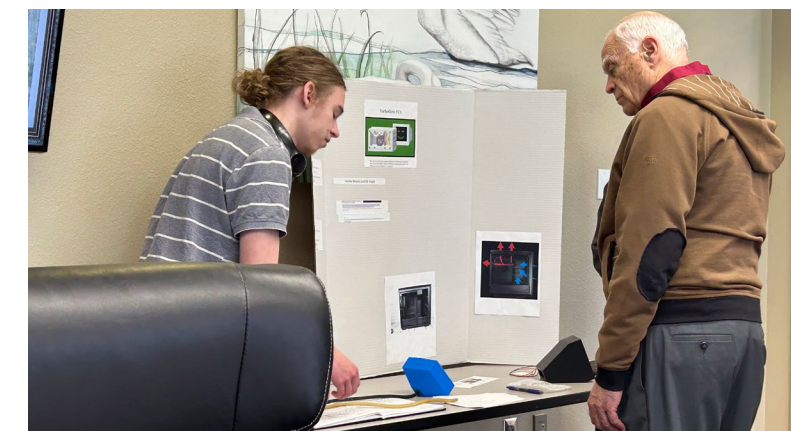
Educational Facility Tours



We celebrated Manufacturing Day in 2023 with tours of our Vichy manufacturing facility. The tour provided opportunities for students to learn more about careers in manufacturing and promoted interest in STEAM. We also hosted the Summer Learning Academy at East Central College to showcase best practices for encouraging STEAM education in children.

Project Lead the Way

Brewer Science actively supported STEAM education in its local communities by collaborating with Project Lead the Way, a nonprofit organization that develops STEAM curricula for K-12 educators. By supporting schools' adoption of the Project Lead the Way curricula, we ensure success for future generations. Teachers are eager to engage students with a higher level of STEAM 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 STEAM education and adopt a successful curriculum by clicking the link below.



Local high school students visited Brewer Science to share their project related to air cooling for personal computers. The students are exploring the cost/benefit of using different materials and methods to improve the cooling provided by air as opposed to traditional fans or water-cooling systems. Brewer Science employees visit with students to provide feedback and discuss different approaches to the students' projects.

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

Collaboration

At Brewer Science, we seek collaborations with companies that we see as unique and innovative. By working in tandem with these partners and combining our strengths, we can exceed our own expectations and create a mutually beneficial relationship that produces the highest-quality results. Leveraging our collective strengths and abilities creates a union that is more than the sum of its parts.

As community leaders, we liaise with over 140 entities in board, council, chair, advisory, partnership, and consortium roles to strengthen collaboration in our industry and facilitate innovation.

National Association of Manufacturers (NAM)



As a part of the National Association of Manufacturers (NAM), Brewer Science advocates for policy reform that best serves our industry, economy, and society. We have participated in

national panels and congressional conversations to advocate for restoring the federal tax code to support research and development expensing. This would benefit all businesses that invest in research and development.

One reason Brewer Science is passionately advocating for this reform is to protect manufacturers' R&D, jobs, and competitiveness. We are asking Congress to move immediately on bipartisan legislation to restore R&D expensing.

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

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.



Nextflex Missouri Node

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.

Through the establishment of the Node, Missouri has invested over \$5M in projects to spur semiconductor technology development. In addition to Brewer Science, MEMC and Watlow also received funding. All three companies are now strongly positioned to receive additional funding from the state and the federal government through the CHIPS and Science Act. If all anticipated projects are funded, over 220 full-time semiconductor industry jobs will be created in Missouri.

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

Certified B Corporation™



B Corp™ certification is a designation that a business is meeting high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials. The extensive audit, named the B Impact Assessment, is divided into five stakeholder-focused "Impact Areas" — Governance, Workers, Community, Environment, and Customers. Each impact area is organized by "Impact Topics" that describe the specific dimensions of impact relevant to that stakeholder.

Brewer Science became Certified B Corporation™ in 2021. Learn more about our journey to becoming a Certified B Corporation™ and the challenges overcome throughout our blog series:

- [Brewer Science is a Certified B Corporation™ \(Video\)](#)
- [Brewer Science's Bold Journey to Certified B Corporation™](#)
- [5 Benefits of Being a B Corp™ in the Tech Industry](#)
- [Brewer Science's Innovative Solutions to B Corp™ Challenges](#)
- [The Challenge Doesn't Stop at Certification: Post-B Corp Certification Reflections](#)

> [LEARN MORE](#) *Brewer Science Achieves Certified B Corporation™ Recertification*

Zero Defect Program

Every team member focuses on helping our customers reach their technology goals through our results-oriented approach to problem-solving. Our customers' long-term success is key to our success. We pride ourselves on exceeding their expectations with personalized care, flawless service, and a commitment to win-win relationships. Zero Defects define our mindset as we work to improve our employees' lives, our community, and our environment.

[Our Zero Defect Program](#) relies on effective communication across our supply chain, particularly with our customers and their diverse applications. We understand the impact long lead times or stalled production have on the entire supply chain, so we work hard to avoid setbacks by being as responsive as possible and having strategic processes in place to address issues if any do arise.



> [LEARN MORE](#) *Making to Zero Defect* > [LEARN MORE](#) *Designing to Zero Defects*

> [LEARN MORE](#) *Leading the Race to Zero Defects*



Paul Harris
Chief Sales and Marketing Officer

“We collaborate with our customers and suppliers, bringing world class people and technology together to achieve the best possible solutions, but also to go beyond this, collaborating on continuous improvement and further enabling outcomes.”

Customer Collaboration

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 then communicate those lessons to the relevant individuals to better understand how our collaboration will ensure our supply chain is performing at optimum efficiency.

Our Customer Scorecards ensure we continuously improve 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 improves the processes noted on the scorecard.

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 the lessons we have learned and teach our industry partners so we can all continuously innovate and create value.

Sri Kommu, co-CEO of Brewer Science, is a member of the SEMI North Americas Advisory Board (NAAB), which serves as an industry liaison for developing continuous improvement standards, achieving high-quality materials necessary for advanced technology. Through Sri's involvement on the SEMI Americas Advisory Board, we have made great strides in some of the industry's most challenging areas, including:

- **Path to Net Zero:** Brewer Science also supports the SEMI Climate Consortium. As a GreenCircle Certified Zero Waste to Landfill-accredited company, we help navigate the industry challenges associated with reuse applications and mitigating waste from landfills.
- **Workforce Talent:** Brewer Science frequently presents at SEMI Foundation Workforce Development events, sharing how our employee-owned business policy has incorporated a sense of ownership among employees that inspires innovation and growth.
- **Supply Chain Redesign:** As a Certified B Corporation™, it's our obligation to select supply chain partners that best serve our applications and material standards, but also support our mission of being good stewards of the environment and social justice.
- **Geopolitical Tensions / Policy Issues:** PFAS restrictions are a growing challenge. Brewer Science is working with suppliers and customers to provide PFAS-free materials. Our involvement and collaboration will prove vital as we support the exponential growth anticipated for our industry soon.

Our involvement and collaboration will prove vital as we support the exponential growth anticipated for our industry soon.



THANK YOU

We are thankful for this opportunity to share our 2025 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 is to better the world through continuous innovation and servant leadership, as well as 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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