



# Sustainability Data Index



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Environmental						
Metric	2019	2020	2021	2022	2023	2024
Global Energy						
Total energy usage (kWh)	4,301,689	4,490,086	4,857,050	5,282,917	5,353,566	6,502,922
Total net sales (\$USD rounded)	\$150,200,000	\$163,500,000	\$230,500,000	\$284,400,000	\$322,400,000	\$313,900,000
Energy intensity (kWh/\$1,000 USD of sales)	28	27	21	18	16	20.7
Y-O-Y energy intensity % change	-	-4%	-23%	-11%	-10%	29.40%
Operational Greenhouse Gas Emissions						
Gross direct (Scope 1) GHG emissions (MTCO <sub>2</sub> e)	53	67	64	63	59	16.5
Indirect (Scope 2) GHG emissions (MTCO <sub>2</sub> e)	948	951	945	1238	1483	1338
Total GHG emissions (MTCO <sub>2</sub> e)	1001	1019	1009	1301	1542	1354.6
Total net sales (USD rounded)	\$150,200,000	\$163,500,000	\$230,500,000	\$284,400,000	\$322,400,000	\$313,900,000
GHG intensity (kg CO <sub>2</sub> e/ 1,000 USD in sales)	6.7	6.2	4.4	4.6	4.8	4.3
Y-O-Y GHG intensity % change	-	-6%	-29%	4%	4%	-10%

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Metric	2019	2020	2021	2022	2023	2024
Hazardous Waste (U.S. only)						
Total hazardous waste generated (tons)	-	20	33	34	63	67
Water (U.S. only)						
Estimated total water withdrawn (cubic feet – ft3)	-	-	761,152	917,120	929,550	1,301,800
Total net sales (USD rounded)	\$150,200,000	\$163,500,000	\$230,500,000	\$284,400,000	\$322,400,000	\$313,900,000
Water use intensity (ft3/ \$1,000 USD in sales)	-	-	3.3	3.2	2.9	4.1
Number of incidents of water-related non-compliance	-	-	1	0	0	0
Y-O-Y Total water use intensity % change	-	-	-	-2%	-11%	44%

Water Stress by Facility Location	Major Basin	Minor Basin	Stress
Monrovia, CA, USA	California	San Gabriel	Extremely High
Lake Forest, CA, USA	California	Newport Bay	Extremely High
Aliso Viejo, CA, USA	California	Aliso / San Onofre	Extremely High
Tustin, CA, USA	California	Newport Bay	Extremely High
Brügg, Switzerland	Rhine	Aare	Low
Nidau, Switzerland	Rhine	Aare	Low
Tokyo, Japan	Japan	Ara-kawa / Tama-gawa	Medium - High
Musashino City, Japan	Japan	Ara-kawa / Tama-gawa	Medium - High
Osaka, Japan	Japan	Yodo-gawa	Low - Medium

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Our People				
Metric	2021	2022	2023	2024
Talent Acquisition, Engagement and Retention				
Global employee turnover rate (%)	-	-	13	8
Mandatory training completion (%)	-	-	-	99
Equity and Inclusion				
Female employees (%)	52	51	50	47
Male employees (%)	48	49	50	53
Nonbinary employees (%)	-	-	-	>1
Employees who did not wish to disclose (%)	-	-	-	>1
Female temporary employees (%)	-	-	-	57
Male temporary employees (%)	-	-	-	43
Employee Safety and Wellbeing				
Total recordable incident rate (TRIR)	1.3	2.37	1.46	0.86
Days away, restricted, or transferred (DART)	1.3	2.15	1.13	0.72
Community Giving				
Number of employee volunteer hours	150	405	506	760

Corporate Responsibility				
Metric	2021	2022	2023	2024*
Board Composition and Structure				
Female Board members (%)	43	50	50	50
Male Board members (%)	57	50	50	50
Board member age average	60	58	55	54
Board member tenure average (years)	4	3.5	2.5	2.8
Cybersecurity and Data Privacy				
Total amount of monetary losses as a result of legal proceedings associated with user privacy	0	0	0	0
Number of law enforcement requests for user information	0	0	0	0
Number of users whose information was requested by law enforcement	0	0	0	0
Incidents resulting in disclosure to a data protection authority	0	0	0	1

\* Board metrics as of March, 2025

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Product Quality and Safety					
Metric	2020	2021	2022	2023	2024
Product Quality and Safety					
Number of product recalls, takebacks, or field safety notices	0	0	0	2*	0
Number of products listed on the FDA's MedWatch Safety Alerts for Human Medical Products database	0	0	0	0	0
Number of fatalities related to products	0	0	0	0	0
Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices	0	0	0	0	0

\* Neither recall required posting on Medwatch Safety Alert DB