



2026 IMPACT DISCLOSURE INDEXES



ABOUT THIS REPORT

The information presented in this report represents key sustainability initiatives Battelle has implemented and/or completed to date. The results of Battelle's materiality assessment, performed through engagement with internal and external stakeholders, have informed the selection of the topics. This report was prepared in accordance with the Global Reporting Initiative (GRI) standards framework and the Sustainability Accounting Standards Board (SASB) industry standards for Professional and Commercial Services. Performance data included within this report is current as of September 30, 2025, unless otherwise stated. Data within this report does not apply to Battelle's national laboratory management and operations, which are governed through their own structures.

We view our impact strategy as a long-term priority and are committed to building an ongoing management strategy that aligns with current and future stakeholder expectations and business imperatives. This work includes identifying and prioritizing the relevant sustainability-related issues with the greatest impact on our business, formalizing internal committees and working groups, and implementing organization wide goals intended to measure targets and improve our performance.

We welcome feedback on our efforts to date. Please contact us at solutions@battelle.org with any questions.

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SASB INDEX

SASB Index

INDUSTRY: PROFESSIONAL AND COMMERCIAL SERVICES

The International Sustainability Standards Board (ISSB) is responsible for the SASB Standards, which enable preparers to provide industry-based disclosures about sustainability-related risks and opportunities that could reasonably be expected to affect their cash flows, access to finance or cost of capital over the short, medium or long term. The tables below summarize how our existing reporting aligns with the recommended metrics for the Professional and Commercial Services Standard, and where this information can be found in this report.

TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS AND METRICS

SASB Code	Metric	Disclosure
DATA SECURITY		
SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Battelle developed a cybersecurity framework derived from the NIST Cybersecurity Framework (CSF) and industry best practice to address data security risks to manage data security and associated risks through a measured, process-driven approach. The framework is organized into five components: identify, protect, detect, respond and recover. We also maintain a robust set of data security policies formalizing the organizational approach to data security, which include: • Corporate information security policy • Incident response policy • Privacy policy • Acceptable use policy Battelle also conducts continuous security assessments and monitoring within the corporate environment and in partnership with third parties. These are inclusive of but not limited to threat hunting and vulnerability scanning. Employees receive annual cybersecurity training and education on how they can help safeguard our systems and keep unapproved parties from accessing data. System users, including contractors and visitors, are required to follow the security measures we have put in place to keep data secure. Any known or suspected security breach must be reported immediately and, in the case of classified information, to the appropriate U.S. government entity so that we can respond promptly to the potential compromise.
SV-PS-230a.2	Description of policies and practices relating to collection, usage and retention of customer information	The protection of internal, restricted and controlled information is crucial to ensuring that data remains only with those who should have access. We have established a data classification system and guidelines that govern the use of the organization and third-party data in our possession. Employees participate in mandatory annual data privacy training and education to learn how different kinds of information should be handled so that it is not improperly disseminated or misused. Any access to data by unauthorized parties must be reported immediately for investigation and prompt response.
SV-PS-230a.3	1) Number of data breaches, 2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, 3) number of (a) customers and (b) individuals affected	See Performance data tables

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INDUSTRY: PROFESSIONAL AND COMMERCIAL SERVICES

TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS AND METRICS (CONTINUED)

SASB Code	Metric	Disclosure
PROFESSIONAL INTEGRITY		
SV-PS-510a.1	Description of approach to ensuring professional integrity	Our actions conform with the highest ethical standards and follow all domestic and foreign legal requirements. Our ethics hotline and website allow individuals to report concerns through a third party and anonymously if desired, so the concern can be thoroughly investigated by our Investigation Oversight Committee (IOC). The IOC, a partnership between our Legal, Human Resource and Internal Audit teams, shares quarterly updates with the number of and nature of employee-initiated complaints, including those made through the ethics hotline with the Senior Leadership Team (SLT) and Audit Committee while maintaining the anonymity of individuals. In addition, we have a protocol in place where the chief audit executive has a direct line of communication with the Audit Committee chair when a concern with immediate notification is required. We maintain a formal Code of Conduct, which is shared with all employees and describes the standards of behavior we expect from employees. Other documented policies include: • A no-retaliation policy that ensures individuals may raise good-faith concerns without fear of retribution. • Scientific integrity through anti-plagiarism tools and a zero-tolerance policy for scientific misconduct. • Safeguards that protect the rights, welfare, health, safety and privacy of persons who volunteer to serve as human subjects in research. • Protections against conflicts of interest, including clear rules regarding gifts and gratuities. • A research and scientific activities policy that requires all scientific activities undertaken are consistent with Battelle's mission, comply with all legal requirements of such activities and are completed in accordance with ethical standards.* Battelle maintains strong policies and procedures that prohibit the giving, receiving or soliciting of bribes, kickbacks or other compensation in relation to employment. We also have enacted robust protections against conflicts of interest, including clear rules regarding gifts and gratuities. Employees participate in mandatory annual training related to ethics, conflicts of interest and compliance to reinforce our expectations.
SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Not discussed

*Note: Battelle is prohibited by law from undertaking certain activities, including the practice of medicine, offering legal advice or providing certain engineering services. Employees engaged in research and scientific activities must undertake those activities consistent with Battelle policies and procedures. Specified research and scientific activities must be reviewed and approved by a cognizant oversight board or committee before the onset of the activities.

SASB Index

INDUSTRY: PROFESSIONAL AND COMMERCIAL SERVICES

TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS AND METRICS (CONTINUED)

SASB Code	Metric	Disclosure
WORKFORCE ENGAGEMENT		
SV-PS-330a.2	1) Voluntary and 2) involuntary turnover rate for employees	Not discussed
SV-PS-330a.3	Description of method to ensuring employee engagement. Employee engagement as a percentage	We are committed to a Mission First Culture that thrives on curiosity and collaboration. We aim to empower top talent through fostering a supportive community of peers who are dedicated to world-class science. Battelle's culture is driven by a purpose to be a powerful force in science and innovation, delivering solutions aimed at advancing society. We strive to provide a workplace environment built on respect, collaboration and innovation, where every Solver is valued for their unique contributions. By cultivating an environment of openness, safety and belonging, we empower our Solvers to share ideas, take on new challenges and aim to achieve their full potential. Our commitment to a Mission First Culture extends beyond professional development — we strive to create a space where individuals are supported and inspired to make a meaningful impact and grow at Battelle. Our guiding principles define our purpose, shaping our approach to problem-solving, grounding us in mutual respect for our partnerships and directing our efforts toward addressing global challenges. These principles are brought to life when our team's collective strengths come together to make a meaningful impact beyond ourselves. • Unity • Creativity • Collaboration • Appreciation • Excellence In Fiscal year 2025, the Human Resources team partnered with a new vendor to deliver an improved survey experience that provided deeper insights and supported targeted action planning to support Battelle's employer of choice work. More than 2,700 employees provided feedback around five key performance indicators (KPIs), Engagement, Intent to Stay, Safety, Manager Effectiveness, and Wellbeing and Belonging. Results highlighted the following around the employee experience across Battelle: • Engagement is high, with 77% reporting they would recommend Battelle as a great place to work. • Safety is a standout, with 92% feeling safe at work and 91% empowered to stop unsafe work without fear of retaliation. • Respect and collaboration are also strong, with 87% feeling respected and 89% saying their teams cooperate to get the job done.

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INDUSTRY: PROFESSIONAL AND COMMERCIAL SERVICES

TABLE 2. ACTIVITY METRICS

SASB Code	Metric	Disclosure
SV-PS-000.A	Number of employees by 1) full time and part time, 2) temporary and 3) contract	See Performance data tables
SV-PS-000.B	Employee hours worked; percentage billable	Not discussed

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GRI INDEX

Global Reporting Initiative (GRI) Index

GRI INDEX

The GRI Standards represent global best practices for reporting publicly on a range of economic, environmental and social impacts. The tables on the next pages summarize where responses to the GRI disclosures can be found throughout this report.

Statement of use	Battelle Memorial Institute has reported the information cited in this GRI content index for the period 10/1/2024 to 09/30/2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

GRI Index

GENERAL DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 2.1: THE ORGANIZATION AND ITS REPORTING PRACTICES			
2-1	Organizational details	See About Battelle	See 2023 Form 990.
2-2	Entities included in the organization's sustainability reporting	This report covers Battelle corporate operations and its Applied Science and Technology group. Data does not apply to Battelle's national laboratory management and operations, which are governed through their own structures.	
2-3	Reporting period, frequency and contact point	Battelle Memorial Institute has reported the information cited in this GRI content index for the period 10/1/2024 to 09/30/2025. Please contact us at solutions@battelle.org with any questions.	
2-4	Restatements of information	Data presented represents information available as of September 30, 2025, including certain estimates and assumptions. Historical estimates may periodically be subject to revision due to data source restatements and updates to methodology.	
2-5	External assurance	This report is not externally assured. We are considering external assurance for certain data in future reports.	
GRI 2.2: ACTIVITIES AND WORKERS			
2-6	Activities, value chain and other business relationships	See About Battelle	
2-7	Employees	See Performance data tables	
2-8	Workers who are not employees	See Performance data tables	

GRI Index

GENERAL DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 2.3: CORPORATE GOVERNANCE			
2-9	Governance structure and composition	Our board of directors bears the ultimate fiduciary responsibility for the oversight of management and operation of the organization. They bring experience from a wide range of sectors aligned with our mission and strategy and serve as a resource for the President and CEO and SLT. The board has appointed three committees that meet quarterly with management: Human Resources, Compensation and Governance; Science & Technology and Community Benefit; Audit.	See Board of directors.
2-10	Nomination and selection of the highest governance body	Directors serve one-year terms and are generally elected every November. Directors must retire by the end of the year they reach age 72. Our board regularly assesses its performance as a board and as individual directors.	
2-11	Chair of the highest governance body	Battelle's board chair is an independent director and is not a senior executive in the organization.	See Board of directors.
2-12	Role of the highest governance body in overseeing the management of impacts	Our board oversees Battelle's strategy and delegates the execution of strategy to the SLT. The SLT presides over a policy and procedure infrastructure that enable Battelle's strategy and operations, including Battelle's authorities to operate that define management's decision-making authorities throughout the organization.	
2-13	Delegation of responsibility for managing impacts	Battelle recognizes the importance of ensuring the continuity of our business by identifying and addressing the risks most relevant to our organization. We manage risk on an enterprise and project level, and every project involving a government customer has a risk management process tailored to its needs. We have the following institutionalized risk management structures in place including: • Our chief risk officer who is responsible for identifying key enterprise risks. • Our chief audit executive (CAE) is responsible for the internal audit function at Battelle. • Our chief financial officer (CFO) who works closely with the risk and audit functions to ensure alignment across the accounting and financial reporting processes. • Our board of directors with its Audit Committee that is responsible for oversight of our organization's enterprise risk management process. • Our Enterprise Risk Management Working Group reviews risk priorities quarterly and reprioritizes top risks as needed.	

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GENERAL DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 2.3: CORPORATE GOVERNANCE			
2-14	Role of the highest governance body in sustainability reporting	We advance our impact strategy through sound policies, leadership and oversight. Our Board of Directors receives annual updates on the progress of our impact strategy and topic-specific updates quarterly, either with the full board or to the board's committees that have oversight into key topic areas, including the Human Resources, Compensation and Governance Committee, Science & Technology and Community Benefit Committee and Audit Committee. Regular oversight is delegated to the president and chief executive officer (CEO) and members of the SLT. SLT members are responsible for developing Battelle policies, procedures, systems, organizational structure and management oversight for topic areas relevant to their functional expertise.	
2-15	Conflicts of interest	We follow practices and policies that are designed to provide strong governance oversight. Our board of directors is expected to comply with Battelle's Code of Conduct, including a Conflicts of Interest Policy in connection with the work they do for Battelle and must disclose affiliations that could pose a conflict.	
2-16	Communication of critical concerns	Our ethics hotline and website allow individuals to report concerns through a third party and anonymously if desired, so the concern can be thoroughly investigated by our Investigation Oversight Committee (IOC). The IOC, a partnership between our Legal, Human Resource and Internal Audit teams, shares quarterly updates with the number of and nature of employee-initiated complaints, including those made through the ethics hotline with the SLT and Audit Committee while maintaining the anonymity of individuals. In addition, we have a protocol in place where the chief audit executive has a direct line of communication with the Audit Committee chair when a concern with immediate notification is required.	
2-17	Collective knowledge of the highest governance body	Our board of directors bring experience from a wide range of sectors aligned with our mission and strategy and serve as a resource for the President and CEO and SLT.	See Board of directors.
2-18	Evaluation of the performance of the highest governance body	Our board regularly assesses its performance as a board and as individual directors.	
2-19	Remuneration policies		See 2023 Form 990.
2-20	Process to determine remuneration		See 2023 Form 990.
2-21	Annual total compensation ratio		See 2023 Form 990.

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GENERAL DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 2.4: STRATEGIES, POLICIES AND PRACTICES			
2-22	Statement on sustainable development strategy	Within Battelle, our efforts to make our operations more sustainable are aligned with our mission of using science to do the greatest good for humanity and helps us to: • Reaffirm our core mission of using science and technology to make the world safer and healthier. • Exceed employee expectations regarding our commitment to fostering a supportive community of peers who are dedicated to world-class science. • Keep pace with regulatory requirements. • Respond to customer requirements to support sustainable practices and foster a culture of safety and belonging. Taken together, the results of these activities are intended to bring more transparency and trust as we work with our employees, partners, customers and community stakeholders.	See About Us
2-23	Policy commitments	Battelle maintains strong policies and procedures that prohibit the giving, receiving or soliciting of bribes, kickbacks or other compensation in relation to employment. We maintain policies that help protect human rights throughout the organization including through our suppliers. Battelle also maintains a human subjects research policy, a formal Code of Conduct and a Conflicts of Interest Policy. Other documented policies include: • A no-retaliation policy that ensures individuals may raise good-faith concerns without fear of retribution. • Scientific integrity through anti-plagiarism tools and a zero-tolerance policy for scientific misconduct. • Safeguards that protect the rights, welfare, health, safety and privacy of persons who volunteer to serve as human subjects in research. • Protections against conflicts of interest, including clear rules regarding gifts and gratuities. • A research and scientific activities policy that requires all scientific activities undertaken are consistent with Battelle's mission, comply with all legal requirements of such activities and are completed in accordance with ethical standards.	
2-24	Embedding policy commitments	We follow practices and policies that are designed to provide strong governance oversight. Our board of directors is expected to comply with Battelle's Code of Conduct, including a Conflicts of Interest Policy. Employees participate in mandatory annual training on our Code of Conduct, which clearly details our position and expectations within our own operations and our supply chain. We ensure the ethical behavior of our supply chain through the terms and conditions that are standard in our Purchase Orders (POs) and Subcontracts.	
2-25	Processes to remediate negative impacts	Our ethics hotline and website allow individuals to report concerns through a third party and anonymously if desired, so the concern can be thoroughly investigated by our Investigation Oversight Committee (IOC). The IOC, a partnership between our Legal, Human Resource and Internal Audit teams, shares quarterly updates with the number of and nature of employee-initiated complaints, including those made through the ethics hotline with the SLT and Audit Committee while maintaining the anonymity of individuals. In addition, we have a protocol in place where the chief audit executive has a direct line of communication with the Audit Committee chair when a concern with immediate notification is required.	

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GENERAL DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 2.4: STRATEGIES, POLICIES AND PRACTICES			
2-26	Mechanisms for seeking advice and raising concerns	Our ethics hotline and website allow individuals to report concerns through a third party and anonymously if desired, so the concern can be thoroughly investigated by our Investigation Oversight Committee (IOC).	
2-27	Compliance with laws and regulations	Our actions conform with the highest ethical standards and follow all domestic and foreign legal requirements.	
2-28	Membership associations	Not discussed	
GRI 2.5 STAKEHOLDER ENGAGEMENT			
2-29	Approach to stakeholder engagement	In fiscal year 2022, we conducted a formal materiality assessment to understand the topics that are a priority to our stakeholders and that pose the greatest risks or opportunities to our business. Our materiality assessment incorporated feedback from employees, senior leadership and government partners as well as an analysis of internal and external topics, peer and industry performance, and alignment with our business priorities.	
2-30	Collective bargaining agreements	Not discussed	

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MATERIAL TOPIC SPECIFIC DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 3: MATERIAL TOPICS			
3-1	Process to determine material topics	In fiscal year 2022, we conducted a formal materiality assessment to understand the topics that are a priority to our stakeholders and that pose the greatest risks or opportunities to our business. From that assessment, we identified our priority topics and now measure relevant goals and progress made with senior-level oversight.	
3-2	List of material topics	Our People; STEM Education & Philanthropy; Health Innovation; Procurement & Supply Chain; Privacy & Data Security; Ethics & Compliance; Corporate Governance; Environmental Innovation; Safety & Health; GHG Emissions; Waste Management; Water Management	
GRI 201: ECONOMIC PERFORMANCE			
3-3	Management of material topics	Battelle is a registered 501(c)(3) nonprofit organization. Our chief financial officer (CFO) has financial oversight and works closely with risk and audit functions to ensure alignment across accounting and financial reporting processes.	
201-1	Direct economic value generated and distributed		See 2023 Form 990.
201-2	Financial implications and other risks and opportunities due to climate change	In addition to our efforts in environmental scientific innovation and improvements in our business operations, we continually monitor for risks to our business and operations to promote resilience and business continuity.	
201-3	Defined benefit plan obligations and other retirement plans	We offer competitive compensation and a total rewards package, which includes medical and prescription drug benefits, generous paid time off policies and access to assistance programs that support health, family, finances and wellness. Our offerings are benchmarked on an annual or semi-annual basis, depending on the nature of the offering.	See Benefits See Performance data tables
GRI 202: MARKET PRESENCE			
3-3	Management of material topics	Battelle's Senior Vice President (SVP) of Human Resources, a member of the SLT, reports directly to the President and CEO and is responsible for overseeing enterprise-wide hiring and talent attraction strategies. Governance of this function is further supported by the Board of Directors' Human Resources, Compensation & Governance Committee, which provides oversight of human capital management, including talent acquisition and workforce-related practices relevant to market presence.	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not discussed	
202-2	Proportion of senior management hired from the local community	Battelle has a legal requirement to have the CEO and a few key members of the senior management team to be in Central Ohio. Annually, the HR and legal team ensure compliance with this legal requirement and attest compliance with them to the state AG.	

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MATERIAL TOPIC SPECIFIC DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 203: INDIRECT ECONOMIC IMPACT 2016			
3-3	Management of material topics	We invest in STEM education to advance future research and development and the talent needed for solving the problems of tomorrow. Battelle Education, our mission-oriented nonprofit organization, amplifies STEM education best practices across the U.S. through grant funding as well as public-private partnerships with educators. We also provide philanthropic support in our local communities to support other essential needs. Battelle’s team of health professionals work toward advancing science to protect against public health threats, support quality patient care, drive biomedical breakthroughs and improve health outcomes.	
203-1	Infrastructure investments and services supported	Not applicable	
203-2	Significant indirect economic impacts	Our philanthropic spend in 2025 totaled 14 million. Overall, our STEM education and philanthropy efforts and outreach from Battelle-managed national laboratories reached 2.3 million students in fiscal year 2025. This is in line with our commitment to deliver quality STEM education experiences to 1 million students every year.	
GRI 204: PROCUREMENT PRACTICES			
3-3	Management of material topics	Battelle’s chief financial officer (CFO) has oversight of finance, procurement, risk and audit across the organization. Battelle’s procurement team oversees and holds its suppliers accountable for both their own compliance and that of their subcontractors, integrating ESH management into all aspects of work planning and execution.	
204-1	Proportion of spending on local suppliers	Not discussed	

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MATERIAL TOPIC SPECIFIC DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 205: ANTI-CORRUPTION			
3-3	Management of material topics	Battelle maintains strong policies and procedures that prohibit the giving, receiving or soliciting of bribes, kickbacks or other compensation in relation to employment. We also have enacted robust protections against conflicts of interest, including clear rules regarding gifts and gratuities.	
205-1	Operations assessed for risks related to corruption	Not discussed	
205-2	Communication and training about anti-corruption policies and procedures	Employees participate in mandatory annual training related to ethics, conflicts of interest and compliance to reinforce our expectations. We maintain a formal Code of Conduct, which is shared with all employees and describes the standards of behavior we expect from employees.	
205-3	Confirmed incidents of corruption and actions taken	Not discussed	
GRI 206: ANTI-COMPETITIVE BEHAVIOR			
3-3	Management of material topics	Battelle maintains a formal Code of Conduct, which is shared with all employees and describes the standards of behavior we expect from employees. Other documented policies include: • A no-retaliation policy that ensures individuals may raise good-faith concerns without fear of retribution. • Scientific integrity through anti-plagiarism tools and a zero-tolerance policy for scientific misconduct. • Safeguards that protect the rights, welfare, health, safety and privacy of persons who volunteer to serve as human subjects in research. • Protections against conflicts of interest, including clear rules regarding gifts and gratuities. • A research and scientific activities policy that requires all scientific activities undertaken are consistent with Battelle's mission, comply with all legal requirements of such activities and are completed in accordance with ethical standards.* <i>*Battelle is prohibited by law from undertaking certain activities, including the practice of medicine, offering legal advice or providing certain engineering services. Employees engaged in research and scientific activities must undertake those activities consistent with Battelle policies and procedures. Specified research and scientific activities must be reviewed and approved by a cognizant oversight board or committee before the onset of the activities.</i>	
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Not discussed	

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MATERIAL TOPIC SPECIFIC DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 207: TAX			
3-3	Management of material topics	We demonstrate our commitment to ethical business conduct to all our stakeholders through financial transparency. Battelle's tax filings, including our Form 990 disclosures from the previous three years, are available on our website .	
207-1	Approach to tax	Battelle is a registered 501(c)(3) nonprofit organization.	See 2023 Form 990.
207-2	Tax governance, control and risk management	Not applicable	
207-3	Stakeholder engagement and management of concerns related to tax	Not applicable	
207-4	Country-by-country reporting		See 2023 Form 990.
GRI 301: MATERIALS			
3-3	Management of material topics	Not applicable	
301-1	Materials used by weight or volume	Not applicable	
301-2	Recycled input materials used	Not applicable	
301-3	Reclaimed products and their packaging materials	Not applicable	

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MATERIAL TOPIC SPECIFIC DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 302: ENERGY			
3-3	Management of material topics	Battelle's chief financial officer (CFO) oversees the organization's Health & Safety and Facilities/Operations team with oversight of the company's energy use.	
302-1	Energy consumption within the organization	See Performance data tables	
302-2	Energy consumption outside of the organization	Not discussed	
302-3	Energy intensity	See Performance data tables	
302-4	Reduction of energy consumption	Reductions in the amount of research space Battelle occupies and energy efficiency improvements within our owned facilities, such as replacements of older equipment and adjustments to HVAC operations for spaces with reduced use, have led to an 6% reduction in our overall energy intensity when compared to FY21 usage.* <i>*Reported data covers energy consumed by our owned buildings (electricity and natural gas)</i>	See Performance data tables
302-5	Reductions in energy requirements of products and services	Not discussed	
GRI 303: WATER AND EFFLUENTS			
3-3	Management of material topics	We monitor our water use, working to improve our management of this vital resource. At our West Jefferson, Ohio, and Norwell, Massachusetts, facilities, we have initiated a best-in-class practice of issuing internal permits for wastewater discharge to ensure Battelle does not introduce pollutants that would interfere with the operation of publicly owned treatment facilities.	
303-1	Interactions with water as a shared resource	To reduce water usage, we have committed to the installation of low-flow and water-efficient fixtures when upgrading or installing new fixtures.	
303-2	Management of water discharge-related impacts	Not discussed	
303-3	Water withdrawal	Our water use increased by 11% compared to FY24, primarily due to increased water use at our cooling towers resulting from construction on the East chilled water plant and the inefficiency of older cooling towers.	See Performance data tables
303-4	Water discharge	Not discussed	
303-5	Water consumption	See Performance data tables	

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MATERIAL TOPIC SPECIFIC DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 304: BIODIVERSITY			
3-3	Management of material topics	Not applicable	
304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Not applicable	
304-2	Significant impacts of activities, products and services on biodiversity	Not applicable	
304-3	Habitats protected or restored	Not applicable	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable	
GRI 305: EMISSIONS			
3-3	Management of material topics	Most of our carbon footprint comes from research operations at three Battelle-owned facilities. Since 2011, we have tracked our Scope 1 and Scope 2 greenhouse gas (GHG) emissions at our Columbus and West Jefferson, Ohio, campuses and our Aberdeen, Maryland, facilities.	
305-1	Direct (Scope 1) GHG emissions	See Performance data tables	
305-2	Energy indirect (Scope 2) GHG emissions	See Performance data tables	
305-3	Other indirect (Scope 3) GHG emissions	Not discussed	
305-4	GHG emissions intensity	Not discussed	
305-5	Reduction of GHG emissions	We are focused on reducing GHG emissions in our facilities by 50% by fiscal year 2035. Our fiscal year 2015 baseline for this goal is consistent with guidance from the Science-Based Targets initiative (SBTi) and reflects the facility space reduction projects that began in fiscal year 2014. Since 2015, our GHG emissions have decreased by 31% due to grid improvements, facility area reduction and efficiency improvements.	See Performance data tables
305-6	Emissions of ozone-depleting substances (ODS)	Not discussed	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Not discussed	

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MATERIAL TOPIC SPECIFIC DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 306: WASTE			
3-3	Management of material topics	Battelle maintains robust and effective controls to ensure the safe storage and disposal of all regulated wastes. It starts with a state-of-the-art chemical inventory program, where incoming chemical containers are individually affixed with a unique bar code. This allows for effective and efficient tracking of individual chemical containers in real time throughout their life cycle and through disposal. All regulated wastes are collected, processed and managed by Battelle's Hazardous Waste Operations organization. Our waste operations organization periodically conducts reviews of our waste vendors.	
306-1	Waste generation and significant waste-related impacts	See Performance data tables	
306-2	Management of significant waste-related impacts	See Performance data tables	
306-3	Waste generated	See Performance data tables	
306-4	Waste diverted from disposal	See Performance data tables	
306-5	Waste directed to disposal	See Performance data tables	
GRI 308: SUPPLIER ENVIROMENTAL ASSESSMENT			
3-3	Management of material topics	All Battelle supplier agreements include standard terms requiring supplier compliance with applicable laws, regulations and ethical standards, particularly those related to government contracts, anti-fraud measures and scientific integrity. Our suppliers must obtain necessary licenses and permits, adhere to local, state, and federal directives and take full responsibility for any legal or financial consequences of non-compliance. They must uphold strict environmental, safety and health (ESH) standards to ensure work is conducted safely and responsibly. Battelle holds suppliers accountable for both their own compliance and that of their subcontractors, integrating ESH management into all aspects of work planning and execution.	
308-1	New suppliers that were screened using environmental criteria	Not discussed	
308-2	Negative environmental impacts in the supply chain and actions taken	Not discussed	

GRI Index

MATERIAL TOPIC SPECIFIC DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 401: EMPLOYMENT			
3-3	Management of material topics	As part of our effort to attract and retain the brightest science, engineering, technology and business minds in the world, we offer competitive compensation and a total rewards package. Our offerings are benchmarked on an annual or semi-annual basis, depending on the nature of the offering.	
401-1	New employee hires and employee turnover	Not discussed	
401-2	Benefits for full –time employees	See Performance data tables	See Benefits
401-3	Parental leave	See Performance data tables	
GRI 402: LABOR, MANAGEMENT RELATIONS			
3-3	Management of material topics	Not discussed	
402-1	Notice periods for operational changes	Not discussed	

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MATERIAL TOPIC SPECIFIC DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 403: OCCUPATIONAL HEALTH AND SAFETY			
3-3	Management of material topics	Our Environment, Safety and Health team operates proactive programs and initiatives throughout the organization to safeguard our employees from laboratory risks or other occupational hazards. Our management oversight and reporting teams include: • The Facilities and Support Operations team, which oversees the safety of our operations. • The Health Services team, which provides screenings, pre-work consultations and, if needed, treatment or medical referrals to employees injured at work. • The Emergency Operations team, which conducts regular situation-based drills in partnership with local first responders to build capabilities should an incident occur.	
403-1	Occupational health and safety management system	Safety is integrated into our operations through the conduct of program and task-specific hazard analysis that evaluates operational risks and implements appropriate engineering and administrative control strategies to address and mitigate risk. Our safety program is modeled on the Voluntary Protection Program (VPP), an Occupational Safety and Health Administration (OSHA) cooperative program that focuses on hazard prevention and control, worksite analysis, and effective training as well as management commitment and employee involvement. Multiple facilities have achieved the highly coveted VPP Star Worksite status. Our staff also serve as special government employees supporting OSHA evaluations of other VPP sites.	
403-2	Hazard identification, risk assessment and incident investigation	We strongly encourage the reporting of all near misses, occupational injuries, illnesses, work-related hazards and other conditions. We offer multiple pathways for reporting concerns, including access to management, or safety and health representatives, a web-based incident reporting tool and a 24-hour ethics hotline where issues can be raised anonymously. We thoroughly investigate all incidents to fully understand the underlying causes and implement appropriate corrective and preventative measures. Our health and safety policies protect any employee who reports hazards or hazardous conditions from retaliation. We evaluate our safety performance against applicable and relevant benchmarks, including the most current injury and illness rates for scientific research and development companies reported annually by the Bureau of Labor and Statistics, the DOE and the DHS national laboratories, which have similar risk profiles.	
403-3	Occupational health services	Our Health Services team provides screenings, pre-work consultations and, if needed, treatment or medical referrals to employees injured at work.	
403-4	Worker participation, consultation and communication on occupational health and safety	Our occupational health medical surveillance program covers all employees engaged in activities that pose a risk of injury or illness. Employees in our occupational health medical surveillance program must complete an ergonomics and exposure assessment form outlining their duties and identifying potential occupational hazards and exposures. This form also informs safety training requirements, industrial hygiene monitoring efforts and the application of appropriate engineering and administrative controls.	

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MATERIAL TOPIC SPECIFIC DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 403: OCCUPATIONAL HEALTH AND SAFETY			
403-5	Worker training on occupational health and safety	Our safety program is modeled on the Voluntary Protection Program (VPP), that focuses on hazard prevention and control, worksite analysis, and effective training. All employees who work with biological materials complete our mandatory Biosafety Bootcamp. This weeklong, intensive on-site training course covers the basics of biosafety and working in high-containment areas.	
403-6	Promotion of worker health	We are committed to supporting the health and well-being of our people in our facilities and beyond the workplace.	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our occupational health medical surveillance program covers all employees engaged in activities that pose a risk of injury or illness. Employees in this program must complete an ergonomics and exposure assessment form outlining their duties and identifying potential occupational hazards and exposures. We expect all Battelle staff members working at client sites to follow our safety requirements as well as any safety requirements of the client site.	
403-8	Workers covered by an occupational health and safety management system	Our health and safety management system covers all Battelle staff and operations regardless of location, excluding the national laboratories that we operate on behalf of the DOE and DHS.	
403-9	Work-related injuries	While the Days Away, Restricted, or Transferred (DART) rate increased slightly, event severity was significantly lower in FY25 compared to FY24, with severity rates of 12.26 and 23.74 respectively. Severity rate measures the impact of workplace injuries by calculating the total number of lost workdays (including days away, restricted or transferred) per 100 full-time employees.	See Performance data tables
403-10	Work-related ill health	See Performance data tables	
GRI 404: TRAINING AND EDUCATION			
3-3	Management of material topics	Our Career Enablement program helps employees understand their roles in the organization and assess and determine what skills they need to develop for the next phase of their careers. The program includes a series of curated events for employees to learn more about career paths at Battelle. We also offer employees ongoing role-specific training.	
404-1	Average hours of training per year per employee	Not discussed	
402-2	Programs for upgrading employee skills and transition assistance programs	We offer a variety of programs so our Solvers can continue learning and growing throughout their careers at Battelle.	
404-3	Percentage of employees receiving regular performance and career development reviews	Managers and employees hold mid-year and end-of-year performance review conversations to discuss performance feedback and goals. Employees receive an annual performance rating and compensation adjustment.	

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MATERIAL TOPIC SPECIFIC DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 406: NONDISCRIMINATION			
3-3	Management of material topics	We maintain a formal Code of Conduct, which is shared with all employees and describes the standards of behavior we expect from employees. We maintain policies that help protect human rights throughout the organization including through our suppliers. Discrimination is prohibited.	
406-1	Incidents of discrimination and corrective actions taken	Not discussed	
GRI 408: CHILD LABOR			
3-3	Management of material topics	We maintain policies that help protect human rights throughout the organization including through our suppliers. Forced labor, slavery, human trafficking and other human rights violations are prohibited.	
408-1	Operations and suppliers at significant risk for incidents of child labor	Not applicable	
GRI 409: FORCED OR COMPULSORY LABOR			
3-3	Management of material topics	We maintain policies that help protect human rights throughout the organization including through our suppliers. Forced labor, slavery, human trafficking and other human rights violations are prohibited.	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not applicable	
GRI 410: SECURITY PRACTICES			
3-3	Management of material topics	Not applicable	
410-1	Security personnel trained in human rights policies or procedures	Not applicable	
GRI 411: RIGHTS OF INDIGENOUS PEOPLE			
3-3	Management of material topics	Not applicable	
411-1	Incidents of violations involving rights of Indigenous peoples	Not applicable	

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MATERIAL TOPIC SPECIFIC DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 413: LOCAL COMMUNITIES			
3-3	Management of material topics	We invest in STEM education to advance future research and development and the talent needed for solving the problems of tomorrow. We also provide philanthropic support in our local communities to support other essential needs.	
413-1	Operations with local community engagement, impact assessments and development programs	Battelle invests in Central Ohio to continue and expand STEM education initiatives throughout the local communities in which the organization operates. The funding supports hands-on learning opportunities for children and families across Central Ohio.	
413-2	Operations with significant actual and potential negative impacts on local communities	Not discussed	
GRI 414: SUPPLIER SOCIAL ASSESSMENT			
3-3	Management of material topics	Suppliers must obtain necessary licenses and permits, adhere to local, state, and federal directives and take full responsibility for any legal or financial consequences of non-compliance. Additionally, they must uphold strict environmental, safety and health (ESH) standards to ensure work is conducted safely and responsibly. Battelle holds suppliers accountable for both their own compliance and that of their subcontractors, integrating ESH management into all aspects of work planning and execution. As part of Battelle's supplier onboarding process, all suppliers undergo validation to ensure they are in good standing with the Office of Foreign Assets Control (OFAC) and the Excluded Parties List (EPL). Once a supplier is added to Battelle's system, they are enrolled in continuous monitoring against both OFAC and EPL.	
414-1	New suppliers that were screened using social criteria	Not discussed	
414-2	Negative social impacts in the supply chain and actions taken	Not discussed	
GRI 415: PUBLIC POLICY			
3-3	Management of material topics	As a 501(c)(3), Battelle does not participate in political activities and does not engage in corporate political contributions or in lobbying efforts related to ballot issues. We have no direct engagement in political lobbying efforts; however, we do engage in lobbying and education efforts if they are related to important areas of the business, and we disclose those details in our Form 990.	
415-1	Political Contributions		See 2023 Form 990

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MATERIAL TOPIC SPECIFIC DISCLOSURES

Disclosure	Disclosure title	Disclosure	Additional references
GRI 416: CUSTOMER HEALTH AND SAFETY			
3-3	Management of material topics	Not applicable	
416-1	Assessment of the health and safety impacts of product and service categories	Not applicable	
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	Not applicable	
GRI 417: MARKETING AND LABELING			
3-3	Management of material topics	Not applicable	
417-1	Requirements for products and service information and labeling	Not applicable	
417-2	Incidents of noncompliance concerning product and service information and labeling	Not applicable	
417-3	Incidents of noncompliance concerning marketing communications	Not applicable	
GRI 418: CUSTOMER PRIVACY			
3-3	Management of material topics	The protection of internal, restricted and controlled information is crucial to ensuring that data remains only with those who should have access. We have established a data classification system and guidelines that govern the use of the organization and third-party data in our possession. Employees participate in mandatory annual data privacy training and education to learn how different kinds of information should be handled so that it is not improperly disseminated or misused. Any access to data by unauthorized parties must be reported immediately for investigation and prompt response.	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	See Performance data tables	