

BATTELLE

ESG Data

ENVIRONMENT

GHG emissions	FY21	FY22	FY23
Scope 1 & Scope 2 GHG emissions, total (MT CO ₂ e)	43,110	41,404	42,712

Scope 1 GHG emissions by source (MT CO ₂ e)	FY21	FY22	FY23
Facilities (utility bills)	16,364	14,351	14,020
Refrigerants	74	1,343	581
Fuel oil	0	0	462
Aviation fuel	1,104	1,537	2,360
Gasoline (estimated)	87	87	87
Scope 1 GHG emissions, total (MT CO ₂ e) ¹⁴	17,628	17,318	17,509

¹⁴ Scope 1 emissions are calculated using emission factors from version 4.1 of the GHG Protocol tool for stationary combustion. The gases included in the calculation are CO₂, CH₄ and N₂O. Reported data covers our Columbus, Ohio, headquarters; West Jefferson, Ohio, research facility; and the Battelle Eastern Science and Technology (BEST) Center.

Scope 2 GHG emissions, total (MT CO ₂ e)	FY21	FY22	FY23
Location based, owned facilities ¹⁵	23,042	21,674	22,965
Location based, leased facilities (estimated) ¹⁶	2,440	2,412	2,238

¹⁵ Scope 2 emissions for owned facilities are calculated using EPA eGRID output emission rates. The gases included in the calculation are CO₂, CH₄ and N₂O. Reported data covers our Columbus, Ohio, headquarters; West Jefferson, Ohio, research facility; and the Battelle Eastern Science and Technology (BEST) Center.

¹⁶ Battelle has estimated electricity and natural gas consumption using published values for average energy consumption per square foot of floor area provided by the U.S. Energy Information Administration's [Commercial Building Energy Consumption Survey \(CBECS\)](#). Scope 2 emissions are calculated using EPA output emissions factors by activity type. The gases included in the calculation are CO₂, CH₄ and N₂O.

ENVIRONMENT

Energy use	FY21	FY22	FY23
Total purchased energy consumption inside the organization (kBtu) ¹⁷	500,917,506	459,042,228	470,501,404

Purchased energy use by type (kBtu)	FY21	FY22	FY23
Electricity	177,599,220	167,190,665	166,844,218
Natural gas	306,267,646	268,601,243	262,390,114
Fuel oil	0	0	6,249,551
Jet fuel	15,800,640	22,000,320	33,767,520
Gasoline (estimated)	1,250,000	1,250,000	1,250,000
Total purchased energy¹⁷	500,917,506	459,042,228	470,501,404

Energy intensity	FY21	FY22	FY23
Total owned facility area (ft ²)	1,888,282	1,888,282	1,888,282
Energy intensity ratio (kbtu/sq. ft.) ¹⁸	256	231	227

% of energy from renewable vs. nonrenewable energy sources	FY21	FY22	FY23
% renewable	2.3	2.4	2.5
% nonrenewable	97.7	97.6	97.5

¹⁷ Reported data covers our Columbus, Ohio, headquarters; West Jefferson, Ohio, research facility; and the Battelle Eastern Science and Technology (BEST) Center.

¹⁸ Energy intensity is reported in kBtu per area of owned facility. The energy included in the ratio is from electricity and natural gas, the energy sources used on site to operate the facilities. Fuel oil is also used occasionally to operate the facilities; however, Battelle does not currently have a means of tracking when fuel oil is consumed. Current fuel oil consumption is based on when fuel oil is purchased. The fuel oil purchased in fiscal year 2023 is only 1.4% of the total site energy consumption and would have a negligible impact on the energy intensity ratio.

ENVIRONMENT

Annual spill data ¹⁹	FY21	FY22	FY23	Water consumption	FY21	FY22	FY23
Nonreportable spills	11	7	8	Total water consumption from all areas in megaliters ²⁰	227.1	224.6	206.5
Reportable spills	0	0	0				

General solid waste by treatment	FY21	FY22	FY23
Recycled	Not available	264.5 tons	255.0 tons
Composted (estimated)	Not available	Not available	1.6 tons
Landfill	Not available	271.5 tons	300.9 tons
Construction projects recycling	Not available	1,143.3 tons	891.2 tons
Total²⁰	Not available	1,679.3 tons	1,448.7 tons

¹⁹ Our nonreportable spills consisted of small volumes (< 5 gallons) of hydraulic oil, diesel fuel, gasoline, ethylene glycol and other common materials that were captured and contained. Reportable spills are defined as environmental releases subject to federal, state or local regulatory reporting requirements.

²⁰ Reported data covers our Columbus, Ohio, headquarters; West Jefferson, Ohio, research facility; and the Battelle Eastern Science and Technology (BEST) Center.

ENVIRONMENT

Regulated waste by treatment	FY21	FY22	FY23
Landfill — nonhazardous regulated waste	Not available	Not available	12.4 tons
Landfill — hazardous waste	Not available	Not available	0.1 tons
Stabilization/landfill — radioactive waste	Not available	Not available	1.4 tons
Stabilization/landfill — remediation waste	Not available	Not available	1,535.0 tons ²²
Incineration — nonhazardous regulated waste	Not available	Not available	68.5 tons
Incineration — hazardous waste (without energy recovery)	Not available	Not available	38.0 tons
Reused/reclaimed — hazardous waste	Not available	Not available	10.6 tons
Reused/reclaimed — nonhazardous regulated waste	Not available	Not available	10.4 tons
Thermal inactivation — infectious waste (without energy recovery)	Not available	Not available	53.0 tons
Other — hazardous waste	Not available	Not available	2.0 tons ²³
Total²¹	Not available	Not available	1,731.4 tons

²¹ Reported data covers our Columbus, Ohio, headquarters; West Jefferson, Ohio, research facility; and the Battelle Eastern Science and Technology (BEST) Center.

²² Includes 1,317 tons of nonhazardous, lead-impacted soil related to Big Darby Shooting Range remediation project and 218 tons of PCB- and asbestos-contaminated concrete from JS-7 energetics containment demolition.

²³ Waste manifest did not specify disposal method.

ENVIRONMENT

Workforce health and safety ²⁴	FY21	FY22	FY23	Work-related ill health	FY21	FY22	FY23
Number and rate of fatalities as a result of work-related injury	0; 0.00	0; 0.00	0; 0.00	Number of fatalities as a result of work-related ill health	0; 0.00	0; 0.00	0; 0.00
Number and rate of high-consequence work-related injuries (excluding fatalities) – defined as Days Away, Restricted and Transferred (DART) cases	42; 1.06	11; 0.29	15; 0.40				
Number and rate of recordable work-related injuries – defined as total recordable incident rate (TRIR)	82; 2.07 ²⁵	29; 0.77	38; 1.02				
Main types of work-related injury	Contact with object	Injury by animal	Contact with object				
Number of hours worked	7,936,167	7,487,000	7,472,500				

²⁴ All rates inclusive of contractors working under direct Battelle supervision. TRIR calculated by the number of OSHA recordable incidents x 200,000 / total number of hours worked

²⁵ Higher-than-usual TRIR in FY20 and FY21 due to COVID-related illness and increased laboratory volume due to the pandemic

SOCIAL

HEADCOUNT & GENDER DIVERSITY REPRESENTATION (%)

	FY21			FY22			FY23		
	Full time	Part time	Temporary/ contingent	Full time	Part time	Temporary/ contingent	Full time	Part time	Temporary/ contingent
Male	65%	20%	45%	64%	35%	52%	64%	43%	53%
Female	35%	80%	55%	36%	65%	48%	36%	57%	47%
Not declared	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total headcount²⁶	3,318	50	395	3,389	57	258	3,456	67	267

²⁶ Workforce representation percentages do not include the Board of Directors

SOCIAL

HEADCOUNT & RACE/ETHNICITY REPRESENTATION (%)

	FY21			FY22			FY23		
	Full time	Part time	Temporary/ contingent	Full time	Part time	Temporary/ contingent	Full time	Part time	Temporary/ contingent
White	83%	90%	73%	81%	86%	77%	80%	90%	75%
People of Color	16%	10%	25%	18%	14%	22%	19%	10%	22%
Asian	5%	6%	7%	5%	9%	6%	5%	4%	7%
Black/African American	5%	0%	8%	6%	2%	7%	6%	3%	4%
Indigenous American/ Alaskan	0%	0%	0%	0%	0%	0%	0%	0%	1%
Hispanic/ Latino	4%	4%	7%	5%	4%	5%	5%	3%	6%
Native Hawaiian/ Pacific	0%	0%	0%	0%	0%	0%	0%	0%	0%
Two or more	1%	0%	3%	2%	0%	3%	2%	0%	4%
Not applicable/ not provided/ no data available	1%	0%	1%	1%	0%	2%	1%	0%	3%
Total headcount²⁷	3,318	50	395	3,389	57	258	3,456	67	267

²⁷ Workforce representation percentages do not include the Board of Directors

SOCIAL

GENDER (%) BY JOB CATEGORY

	FY21			FY22			FY23		
	Male	Female	Not declared	Male	Female	Not declared	Male	Female	Not Declared
Board	67%	33%	0%	70%	30%	0%	67%	33%	0%
SLT	80%	20%	0%	73%	27%	0%	73%	27%	0%
VP+	92%	8%	0%	83%	17%	0%	73%	27%	0%
Directors	63%	38%	0%	58%	42%	0%	62%	38%	0%
Managers	64%	36%	0%	64%	36%	0%	63%	37%	0%
Individual Contributors	65%	35%	0%	64%	36%	0%	64%	36%	0%
Part time	42%	58%	0%	49%	51%	0%	51%	49%	0%
Total²⁸	62%	38%	0%	62%	38%	0%	63%	37%	0%

²⁸ Workforce representation percentages do not include the Board of Directors

SOCIAL

REPRESENTATION BY JOB LEVEL AND RACE AND ETHNICITY (ALL)

FY21									
Job category	White	People of Color	Asian	Black/ African American	Indigenous American/ Alaskan	Hispanic/ Latino	Native Hawaiian/ Pacific	Two or more	Not Provided/ No Data Available
Board	78%	22%	0%	22%	0%	0%	0%	0%	0%
SLT	90%	10%	0%	10%	0%	0%	0%	0%	0%
VP+	93%	7%	7%	0%	0%	0%	0%	0%	0%
Directors	91%	9%	3%	3%	0%	3%	0%	0%	0%
Managers	90%	10%	3%	4%	0%	3%	0%	1%	0%
Individual contributors	81%	18%	6%	6%	0%	5%	0%	1%	1%
Total²⁹	82%	17%	5%	6%	0%	4%	0%	1%	1%

FY22									
Job category	White	People of Color	Asian	Black/ African American	Indigenous American/ Alaskan	Hispanic/ Latino	Native Hawaiian/ Pacific	Two or more	Not Provided/ No Data Available
Board	80%	20%	0%	20%	0%	0%	0%	0%	0%
SLT	91%	9%	0%	9%	0%	0%	0%	0%	0%
VP+	100%	0%	0%	0%	0%	0%	0%	0%	0%
Directors	83%	17%	0%	11%	0%	3%	0%	3%	0%
Managers	89%	11%	3%	5%	1%	2%	0%	1%	0%
Individual contributors	80%	19%	6%	6%	0%	5%	0%	2%	1%
Total²⁹	81%	18%	6%	6%	0%	5%	0%	2%	1%

²⁹ Workforce representation percentages do not include the Board of Directors

SOCIAL

REPRESENTATION BY JOB LEVEL AND RACE AND ETHNICITY (ALL) continued

FY23									
Job category	White	People of Color	Asian	Black/ African American	Indigenous American/ Alaskan	Hispanic/ Latino	Native Hawaiian/ Pacific	Two or more	Not Provided/ No Data Available
Board	78%	22%	0%	22%	0%	0%	0%	0%	0%
SLT	91%	9%	0%	9%	0%	0%	0%	0%	0%
VP+	94%	0%	0%	0%	0%	0%	0%	0%	6%
Directors	82%	18%	0%	12%	0%	0%	0%	6%	0%
Managers	90%	10%	4%	3%	1%	3%	0%	0%	0%
Individual contributors	79%	20%	6%	6%	0%	5%	0%	2%	1%
Total²⁹	80%	19%	5%	6%	0%	5%	0%	2%	1%

²⁹ Workforce representation percentages do not include the Board of Directors

SOCIAL

HIRING RATES BY GENDER (ALL)

	FY21	FY22	FY23
	Hire rate	Hire rate	Hire rate
Male	55.5%	57.0%	57.8%
Female	44.4%	43.0%	42.1%
Not declared	0.1%	0.0%	0.1%
Total³⁰	100%	100%	100%

HIRING RATES BY RACE/ETHNICITY (ALL)

	FY21	FY22	FY23
	Hire rate	Hire rate	Hire rate
White	72.0%	73.8%	70.4%
Asian	5.8%	7.6%	7.2%
Black/African American	9.3%	6.6%	8.5%
Indigenous American/ Alaskan	0.5%	0.4%	0.4%
Hispanic/Latino	6.7%	7.0%	6.1%
Native Hawaiian/Pacific	0.1%	0.0%	0.3%
Two or more	3.9%	3.7%	5.0%
Not Applicable/not provided/ no data available	1.7%	0.9%	2.1%
Total³⁰	100%	100%	100%

³⁰ Some totals may not add up to 100% due to rounding.

SOCIAL

PARTICIPATION IN RETIREMENT PLANS (%)

	FY21	FY22	FY23
Average employee deferrals ³¹			
• Percentage of salary contributed by employee or employer	10.8%	10.7%	10.7%
Level of participation in retirement plans ³¹			
• such as participation in mandatory or voluntary schemes	82%	80%	81%

³¹ Based on employee contributions and deferral alone.

COMMUNITY IMPACT

	FY21	FY22	FY23
Total \$ in organization charitable contributions nationwide	\$18.2M	\$27.5M	\$22.3M
Total \$ in organization charitable contributions, Ohio	\$14.8M	\$22.7M	\$16.9M
Total \$ in employee charitable contributions ³²	\$950K	\$1.5M	\$1.5M
Impact metrics (grants)	175	357	471
Students impacted ³³	833,324 students	1.4M students	1.76M students

³² We match employee gifts dollar for dollar, doubling the impact of our employee giving.

³³ This data includes Battelle-managed national laboratories.

PARENTAL LEAVE

	FY21		FY22		FY23	
	Male	Female	Male	Female	Male	Female
Number of employees entitled to parental leave	All employees are eligible for parental leave. Temporary employees and Fringe B employees are not eligible. This is offered to both birth and non-birth parents, adoption and birth are supported. 4 weeks paid at 100%.					
Total number of employees that took parental leave	27	13	68	24	80	26

GOVERNANCE

DATA SECURITY AND PRIVACY

Disclosure	FY21	FY22	FY23
Number of data breaches	0	0	0
Percentage involving customers' confidential business information (CBI) or personally identifiable information (PII)	-	-	-
Number of customers affected by data breaches	0	0	0
Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:			
<ul style="list-style-type: none"> • Complaints received from outside parties and substantiated by the organization • Complaints from regulatory bodies 	0	0	0
Total number of identified leaks, thefts or losses of customer data	0	0	0

SUPPLIER DIVERSITY

Disclosure	FY21	FY22	FY23
Tier 1 diverse supplier spend in the U.S. (millions)	Not available ³⁴	\$181.5 ³⁵	\$145.8

³⁴ Comparable data from FY21 is not available due to an ERP systems change.

³⁵ The FY22 diverse supplier spend includes several, one-time contract wins from businesses spun-off by Battelle.