



**HAEMONETICS®**

# 2024-2025 Corporate Responsibility Report

**We Make It Possible.  
You Make It Matter.**

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# A Message from Our President and Chief Executive Officer

This is an exciting time at Haemonetics as we execute on our long-range corporate goals targeting transformational growth, diversification and sustainability. We continue to expand our reach, evolve our portfolio and deepen our impact for those we serve, all while remaining grounded in our Purpose to drive greater possibilities and meaningfully advance healthcare.

Our Corporate Responsibility programs and practices inform our corporate strategy and support our Purpose by helping us to proactively identify and manage the environmental, social and governance risks and opportunities most relevant to our business and those we serve. Our Corporate Responsibility framework centers on four key pillars:

- **Growing our business responsibly** through strong governance, ethical leadership and legal compliance
- **Investing in our people** by fostering an inclusive, high-performing culture that attracts, retains and develops talent
- **Driving social impact** through customer-focused innovation, product quality and accessibility and support for our communities through philanthropy and community engagement
- **Reducing our environmental impact** by embedding environmental considerations across our product lifecycles and operations

Our 2024-2025 Corporate Responsibility Report demonstrates meaningful progress across these pillars. We continue to maintain strong governance and compliance practices, deepen our talent attraction and retention capabilities, drive customer-focused innovation to create new possibilities across critical areas of need and take steps to both reduce our Scope 1 and 2 greenhouse gas emissions and strengthen our climate resilience. These efforts are contributing to a stronger and more resilient Haemonetics, one well positioned to lead and sustain.

We know there is more to do. As our corporate strategy continues to propel our growth, we remain committed to taking responsible, thoughtful steps across every facet of our operations — for our company, our customers, our colleagues and the communities we serve.

On behalf of Haemonetics' employees around the world, I thank you for your ongoing trust and support.

Yours sincerely,



**CHRISTOPHER A. SIMON**  
President and Chief Executive Officer,  
Haemonetics Corporation



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# About This Report

This 2024–2025 Corporate Responsibility Report provides data for Haemonetics Corporation and its subsidiaries for our fiscal year 2025 that began on March 31, 2024 and ended on March 29, 2025, unless otherwise indicated. This report references the Global Reporting Initiative (“GRI”) standards and the Sustainability Accounting Standards Board (“SASB”) standards for the Medical Equipment and Supplies Industry. We also engaged Apex Companies, LLC to provide independent verification of our fiscal 2025 Scope 1 and Scope 2 greenhouse gas emissions data contained in this report. For more information, see [“Limited Assurance Letter from Apex Companies, LLC”](#) on page 44.

See [“Disclosure Index”](#) beginning on page 36 for more information.

In some instances, reported data may be best estimated or rounded. All financial information is reported in U.S. Dollars.

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements do not relate strictly to historical or current facts and may be identified by the use of words such as “may,” “will,” “should,” “could,” “would,” “expects,” “plans,” “anticipates,” “believes,” “estimates,” “projects,” “predicts,” “forecasts,” “foresees,” “potential” and other words of similar meaning in conjunction with statements regarding, among other things, (i) plans and objectives of management for operations of the company, including plans or objectives related to the company’s strategy for growth; product development, commercialization and anticipated benefits; regulatory approvals; the impact of acquisitions and divestitures; market position and expenditures; and the company’s market and regional alignment initiative; (ii) estimates or projections of future financial results, financial condition, capital expenditures, capital structure or other financial items, including with respect to the company’s share repurchase program; (iii) the company’s corporate responsibility plans, performance and goals; and (iv) the assumptions

underlying or relating to any statement described in points (i), (ii) or (iii) above. Such forward-looking statements are not meant to predict or guarantee actual results, performance, events or circumstances and may not be realized because they are based upon Haemonetics’ current projections, plans, objectives, beliefs, expectations, estimates and assumptions and are subject to a number of risks and uncertainties and other influences. Actual results and the timing of certain events and circumstances may differ materially from those described by the forward-looking statements as a result of these risks and uncertainties. Investors are therefore cautioned not to place undue reliance on any forward-looking statements. Factors that may influence or contribute to the inaccuracy of the forward-looking statements or cause actual results to differ materially from expected or desired results can be found in Haemonetics’ most recent Annual Report on Form 10-K under the headings “Risk Factors” and “Cautionary Statement Regarding Forward-Looking Information” and in Haemonetics’ other periodic filings with the U.S. Securities and Exchange Commission. Haemonetics does not undertake to update these forward-looking statements.

We expect to publish future Corporate Responsibility reports on a biennial basis. To provide feedback or request further information please email [corporateresponsibility@haemonetics.com](mailto:corporateresponsibility@haemonetics.com).

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We  
make it  
possible



# Purpose, Mission and Values

At Haemonetics, our Purpose, Mission and Values inspire the important work we do every day.

## Our Purpose

**we make it possible  
you make it matter**

We challenge ourselves every day to drive greater possibilities and meaningfully advance healthcare.

## Our Mission

We develop innovative medical technology products and services that improve the quality, effectiveness and efficiency of care. We are building a collaborative, performance-driven culture that attracts and develops the best talent.



## Our Values

**Think big.  
Take action.**

**Win  
together.**

**Always learn  
and improve.**

## Our Behaviors

Act with integrity.  
Commit to quality.  
Take initiative.  
Be accountable.

Trust in yourself and others.  
Listen and speak up.  
Achieve as a team.  
Celebrate success.

Challenge yourself and others.  
Go beyond the obvious.  
Seek data-driven insights.  
Set big goals.

# Company Overview

Haemonetics is a global medical technology company dedicated to improving the quality, effectiveness and efficiency of health care.

Our innovative solutions addressing critical medical needs include a suite of hospital technologies designed to advance standards of care and help enhance outcomes for patients; end-to-end plasma collection technologies to optimize operations for plasma centers; and products to enable blood centers to collect in-demand blood components.

## Global Headquarters and Manufacturing Locations<sup>1</sup>



### Haemonetics: Fiscal 2025 at a Glance

BUSINESS IN APPROXIMATELY  
**95 countries**

EMPLOYEES WORLDWIDE  
**~ 3,000**

GLOBAL HEADQUARTERS IN  
**Boston**

FISCAL 2025 REVENUE  
**\$1.361 billion**

NYSE  
**HAE**

OUR HISTORY  
See ["About Haemonetics"](#) on our website at [www.haemonetics.com](http://www.haemonetics.com).

● Corporate headquarters   ● Regional headquarters   ● Manufacturing facilities

<sup>1</sup> As of December 31, 2025. For a list of worldwide locations and contact information, visit [www.haemonetics.com/officelocations](http://www.haemonetics.com/officelocations).

## Three Customer-Centric Business Units

Our teams at Haemonetics are dedicated to developing and delivering innovative medical devices, disposables and software. We organize our work around three customer-centric business units: Hospital, Plasma and Blood Center.

### Hospital

We provide a range of solutions and enabling technologies designed to help enhance patient outcomes, improve procedural effectiveness and advance healthcare standards. These include Interventional Technologies for electrophysiology and interventional cardiology procedures, and Blood Management Technologies to help inform treatment decisions and avoid unnecessary allogeneic transfusions.

#### SOME OF OUR KEY PRODUCTS INCLUDE:

##### Blood Management Technologies



##### Hemostasis Management

**TEG® 6s** | Hemostasis Analyzer System  
**TEG Manager®** | Software



##### Cell Salvage

**Cell Saver® Elite®+** | Autotransfusion System



##### Transfusion Management

**SafeTrace Tx®** | Software  
**BloodTrack®** | Blood Management and Bedside Transfusion Solutions

##### Interventional Technologies



##### Vascular Closure

**VASCADE®** | Vascular Closure System  
**VASCADE MVP®** | Venous Vascular Closure System  
**VASCADE MVP® XL** | Venous Vascular Closure System



##### Sensor-Guided Technology

**OptoWire®** | Guidewire  
**SavvyWire®** | Guidewire  
**OptoMonitor®** | Software



##### Esophageal Protection

**ensoETM®** | Proactive Esophageal Cooling System

### Plasma

We help customers collect the source plasma needed for essential patient medicines. The company's industry-leading hardware and software technologies enable a more streamlined plasma collection process, with the goals of improving yield, productivity, quality and the donor experience.

##### Plasma Collection Devices



##### NexSys PCS® | Plasma Collection System

- Persona® Technology
- YES® Technology
- Express® Plus Technology

##### Software Solutions



##### NexLynk DMS® |

Donor and Collection Management System  
**Donor360®** | Donor Engagement Software

### Blood Center

We are committed to helping blood centers around the world collect in-demand blood components while delivering a positive donation experience.

##### Apheresis



**MCS®+ 8150** | Mobile Collection System

##### Cell Processing



**ACP® 215** | Automated Cell Processor

Note: Products listed as of December 31, 2025. Availability of products may vary from one country or region to another as a result of specific local regulatory approval or clearance requirements. Applicable laws may restrict the sale, distribution or use of these products to, by, or on the order of a licensed healthcare practitioner. To learn more about Haemonetics and the products sold under our three business units, visit our website at [www.haemonetics.com](http://www.haemonetics.com).

# Approach to Corporate Responsibility

## Methodology and Alignment with our Corporate Strategy

Haemonetics' Corporate Responsibility programs and practices inform our corporate strategy and support our Purpose as we strive to drive greater possibilities and meaningfully advance healthcare. Our long-range corporate goals target transformational growth, diversification and sustainability in our business. These goals are rooted in the corporate strategy upon which our industry leadership has been built: to compete in winning segments and geographies, to achieve leading positions in the markets in which we compete and to deliver superior short- and long-term operating performance. **How we do this work is equally important.**

We are committed to taking the necessary steps across all parts of our business to ensure the long-term health and success of our company, our colleagues, our customers and our communities. Haemonetics' Corporate Responsibility framework augments our corporate strategy by proactively identifying and managing the environmental, social and governance (ESG) risks and opportunities relevant to our company and those we serve across the following four sustainability pillars:

To learn more about Haemonetics' corporate strategy and long-range goals, visit our [Investor Relations](https://www.haemonetics.com) page at [www.haemonetics.com](https://www.haemonetics.com).



### Growing our business responsibly

by remaining committed to high standards of corporate governance and ethics as we pursue growth, maintaining a resilient and flexible supply chain and proactively managing risks to ensure our ability to serve our customers without interruption.



### Driving social impact

by focusing on improving the lives of the people we serve and the communities in which we operate through customer-centered innovation, a commitment to quality, product affordability and accessibility and philanthropy.



### Investing in our people

by building a collaborative, performance-driven culture that attracts top talent and empowers our employees to bring their best ideas to work every day, to fuel our innovation and to solve the most challenging problems ahead.



### Reducing our environmental impact

by seeking to embed environmental considerations across our product lifecycles and identifying solutions to help reduce our impact on the environment.

# Materiality<sup>1</sup>

Under the guidance of our Executive Leadership Team, a cross-functional group of Haemonetics leaders identified material ESG topics for Haemonetics and/or our key stakeholders, including shareholders, customers and employees. This process included:

- Analyzing Corporate Responsibility reporting standards, frameworks and ESG rating agency methodologies;
- Conducting interviews with senior subject-matter experts in our human resources, research and development, quality, global manufacturing and supply chain, finance and legal functions;
- Soliciting investor perspectives during our annual shareholder outreach;

For more information, see "[Corporate Governance and Shareholder Practices](#)" beginning on page 11

- Reviewing common customer inquiries on ESG-related topics;
- Referencing topics identified through our annual enterprise risk management process led by our Global Internal Audit function; and
- Benchmarking our Corporate Responsibility programs and practices against leading medical device and non-industry companies.

Our insights from this process, coupled with meaningful review and feedback from our Executive Leadership Team, helped us to identify the following topics as relevant for disclosure in this report, which we list below within our Corporate Responsibility framework:

### Growing our business responsibly

- Corporate Governance and Shareholder Practices
- Our Board of Directors
- Ethics and Compliance
- Anti-Bribery and Anti-Corruption
- Marketing and Sales Practices
- Human Rights
- Political Spending

### Driving social impact

- Technology and Innovation
- Product Affordability and Accessibility
- Product Quality and Safety
- Cybersecurity and Data Protection
- Supply Chain Responsibility
- Philanthropy

### Investing in our people

- Talent Attraction and Retention
- Employee Engagement
- Employee Well-Being
- Occupational Health and Safety

### Reducing our environmental impact

- Climate Risk and Resilience
- Operational Footprint
- Product Stewardship

We are committed to integrating these topics into our business operations and to continuing to engage with relevant stakeholders to refine our materiality assessment in order to ensure we are addressing ESG topics that matter to our business and/or stakeholders.

<sup>1</sup> Throughout this report, we use the GRI definition of materiality in order to identify and prioritize ESG topics for Haemonetics. This standard is different from the definition and concept of materiality within the securities laws that we use to assess, among other things, required disclosure in SEC filings. ESG topics identified as "material" for purposes of this report may not be considered material to Haemonetics as a whole, including for SEC reporting purposes.

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Guided by our Values, we seek to drive greater possibilities in healthcare with integrity and a commitment to doing what is right. We hold ourselves accountable to high standards of governance and ethics and observe the laws and regulations that apply to our products and services around the world.

# Corporate Governance and Shareholder Practices

**We are committed to high standards in corporate governance and creating a corporate governance environment that supports the long-term success of our company.**

The Governance and Compliance Committee of our Board of Directors (the "Board") oversees Haemonetics' corporate governance practices and reviews corporate governance matters with management at least quarterly, including for alignment with emerging regulations and best practices. The Committee considers and makes recommendations to the Board concerning corporate governance issues as well as public issues having broad social significance and/or relating to the company's conduct as a responsible corporate citizen.



Haemonetics is committed to transparent and active engagement with its shareholders. On an ongoing basis, members of senior management meet with shareholders to discuss the company's business fundamentals, performance and long-term outlook. Our Board also proactively engages with shareholders on governance and executive compensation matters and other topics of shareholder interest. During the fall and winter of fiscal 2025, our Board Chair (who also chairs our Governance and Compliance Committee) and our Compensation Committee Chair offered meetings to shareholders that collectively held approximately 53% of our shares outstanding. Together with leaders from our legal and investor relations teams, these Board members met in the fourth quarter of fiscal 2025 with shareholders representing over 21% of shares outstanding to discuss, among other topics, Haemonetics' corporate strategy and performance, board composition and refreshment, executive compensation, corporate responsibility and other governance matters. We specifically solicited shareholder feedback on ESG topics of interest for inclusion in this Corporate Responsibility Report and these topics were considered in our materiality assessment.



## OUR STRONG BOARD AND SHAREHOLDER GOVERNANCE PRACTICES INCLUDE:

### BOARD PRACTICES

- Independent Board Chair and directors (other than CEO)
- Committees consist solely of independent directors
- Annual election of directors
- Regular executive sessions of independent directors
- Board oversight of risk management and compliance
- Annual Board/Committee evaluations, including individual Board member peer review
- Guidelines to promote refreshment, including age 75 retirement and average director tenure of ten years or less

### SHAREHOLDER PRACTICES

- Transparent and active shareholder engagement (annual outreach to over 52% of shares outstanding since fiscal 2019)
- Annual say on pay advisory vote, with over 94% approval in each of the last ten years
- Majority voting provisions in Charter and By-Laws
- Shareholder right to call special meetings
- Director resignation policy if a director does not obtain a majority of the votes cast in an uncontested election
- No shareholder rights plan (i.e., a "poison pill")

# Our Board of Directors

We believe good governance starts with the Board. Our Board of Directors oversees, directs and counsels senior management in conducting the business in the long-term interests of the company and its shareholders.

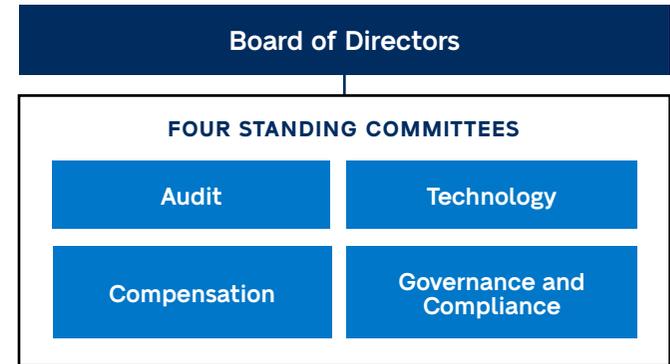
The Board maintains four standing committees to assist the Board in its various oversight functions: Audit, Compensation, Governance and Compliance and Technology. The Board has adopted Principles of Corporate Governance and charters for each of its four standing committees that articulate their respective roles and responsibilities.

Links to our Principles of Corporate Governance and committee charters are available on our website at [www.haemonetics.com](http://www.haemonetics.com) and in this report.

For more information on our Board and standing committees, see our [2025 Proxy Statement](#).

## Board Composition

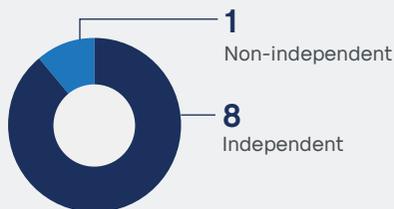
The Governance and Compliance Committee is responsible for reviewing and assessing at least annually the appropriate skills, experience and backgrounds that should be reflected in the composition of the Board and its standing committees. These steps – which are outlined in the Committee’s Charter and our Principles of Corporate Governance – are intended to ensure that Haemonetics continues to create and sustain a Board that can support and effectively oversee the company’s business. The experience, expertise and diversity represented by the Board as a collective body allows the Board to lead Haemonetics in a manner that serves its shareholders’ interests appropriately. The Governance and Compliance Committee believes that the independent directors on our Board have an effective mix of experience, qualifications, attributes and skills that are important to our business.



- LINKS TO BOARD GOVERNANCE DOCUMENTS**
- [Principles of Corporate Governance](#)
  - [Audit Committee Charter](#)
  - [Compensation Committee Charter](#)
  - [Governance and Compliance Committee Charter](#)
  - [Technology Committee Charter](#)

### INDEPENDENCE<sup>1</sup>

**8/9**  
Independent directors (Including Board Chair)



### BOARD REFRESHMENT<sup>1</sup>

**3**  
New directors since beginning of fiscal 2020

**3**  
Retired directors since beginning of fiscal 2020

### AVERAGE DIRECTOR AGE<sup>1</sup>

**68.1**  
years

### AVERAGE DIRECTOR TENURE<sup>1</sup>

**7.8**  
years

<sup>1</sup> Measured as of June 10, 2025.

## Board’s Role in Risk Management

Among its other oversight responsibilities, the Board oversees Haemonetics’ enterprise-wide approach to risk management. Our management team is responsible for managing risk on a day-to-day basis and for bringing to the Board’s attention material risks facing the company. The Board focuses on the quality and scope of Haemonetics’ risk management strategies and considers the most significant areas of risk inherent in the company’s business strategies and operations as well as the steps that management is taking to mitigate those risks. Additionally, Board committees consider discrete categories of risk relating to their respective areas of responsibility. All committees report to the full Board as appropriate, including when a matter rises to the level of a material or enterprise-level risk. Senior management has overall responsibility for Haemonetics’ risk management approach. This responsibility includes identifying, evaluating and addressing potential risks that may exist at the enterprise, strategic, financial, operational, compliance and reporting levels. Haemonetics’ Global Internal Audit function, which reports regularly to the Audit Committee of the Board, serves as the primary monitoring and testing function for compliance with company-wide policies and procedures and facilitates an annual enterprise risk management assessment across the organization. We believe that the division of risk management responsibilities described above constitutes an effective program for addressing the risks inherent in the operation of our company and the achievement of our business objectives.

## Board’s Role in Corporate Responsibility Governance

The Board recognizes the linkage between Corporate Responsibility and Haemonetics’ corporate strategy, and ESG topics are analyzed from a risk perspective within our broader enterprise risk management framework outlined above. As discussed elsewhere in this report, our standing Board committees also evaluate certain ESG-related risks and opportunities as part of their regular oversight functions. Our Governance and Compliance Committee receives periodic reports from management on our Corporate Responsibility performance ratings as well as our external Corporate Responsibility reporting process.



# Ethics and Compliance

At Haemonetics, we believe in earning success ethically and are committed to upholding the laws and regulations that apply to our business products and services around the world.

"Act with Integrity" is the cornerstone of our [Code of Conduct](#) (the "Code"), which sets the standard for how we operate at Haemonetics and is a manifestation of the Values that unite us across our business. We expect our suppliers, distributors, vendors and other third parties working on our behalf to share our commitment to the same high standards.

## Responsibility and Oversight

Our global compliance team, under the leadership of our Chief Compliance Officer, has day-to-day responsibility for administering our Code and collaborates across the company to monitor compliance by our employees and third-party partners with various Haemonetics policies and applicable laws relating to, among other topics, anti-bribery and anti-corruption and marketing and sales practices involving health care professionals ("HCPs"). The Chief Compliance Officer reports at least quarterly to the Governance and Compliance Committee on our compliance and ethics programs – including regulatory developments, hotline reporting, audit findings and compliance investigations – and to the Audit Committee as needed.

## Code of Conduct

Our Code defines how we operate at Haemonetics. It provides clear, principles-based guidelines across a broad range of topics to help our employees and third-party partners understand what is expected of them and how to make decisions that maintain Haemonetics' ethical standards and protect our reputation. Our Code also directs readers to underlying Haemonetics policies as applicable.

Links to our Code and translations are available on our website at [www.haemonetics.com](http://www.haemonetics.com) and in this report.

**Training** – All Haemonetics employees and temporary employees are required to read and understand our Code. We provide annual Code training to employees and we maintain processes to help our distributors, suppliers and other third-party partners understand the requirements of our Code.

For more information, see ["Anti-Bribery and Anti-Corruption"](#) beginning on page 15 and ["Supply Chain Responsibility"](#) beginning on page 29.

**Reporting Concerns** – Our employees and third-party partners have a responsibility to report actual or suspected violations of the Code. Haemonetics offers multiple resources if individuals have questions or wish to report a concern, including the Haemonetics Integrity Helpline. The Integrity Helpline is available 24 hours a day, seven days a week by phone or online and is operated by an independent third party. The Integrity Helpline takes calls in most languages and offers the possibility to remain anonymous (except in the rare cases where local law prohibits it).

**Non-Retaliation Policy** – Our Code and Reporting and Anti-Retaliation Policy prohibit retaliation against any employee who reports good-faith work concerns under our Code or cooperates with an investigation or legal proceeding regarding such concerns.

22

Ethics and compliance topics addressed in our Code

95%

of global employees completed annual Code of Conduct training in fiscal 2025

### LINKS TO CODE OF CONDUCT TRANSLATIONS

- [Chinese](#)
- [German](#)
- [Malay](#)
- [English](#)
- [Italian](#)
- [Russian](#)
- [French](#)
- [Japanese](#)
- [Spanish](#)

### METHODS HIGHLIGHTED IN CODE FOR REPORTING CONCERNS



## Select Industry Memberships

We collaborate with business and medical technology industry trade associations worldwide to help further our commitments to high ethical standards and Corporate Responsibility.

Some of the national and regional trade associations in which Haemonetics participates include:

### The Advanced Medical Technology Association (AdvaMed)

of which our Chief Executive Officer serves on the board of directors

### The Association for the Advancement of Blood and Biotherapies (AABB)

### The Blood Transfusion Association

of which we are a founding member

### The Massachusetts Medical Device Industry Council (MassMEDIC)

of which our General Counsel serves on the board of directors

### MedTech Europe

### The Plasma Protein Therapeutics Association (PPTA)

We embrace AdvaMed's Code of Ethics on Interactions with Healthcare Professionals as well as the MedTech Europe Code of Ethical Business Practices.

## Anti-Bribery and Anti-Corruption

At Haemonetics, we are committed to complying with anti-bribery and anti-corruption laws wherever we operate and expect any third parties we work with to do the same. Our Code of Conduct outlines these obligations, and we maintain an underlying Global Anti-Bribery/Anti-Corruption ("AB/AC") Policy that applies to all employees of Haemonetics and third-party partners acting on our behalf, including suppliers, sales agents and distributors.

Our AB/AC Policy stipulates Haemonetics' zero-tolerance policy prohibiting all forms of bribery and facilitation payments, including to government officials ("GOs"), HCPs and other individuals. The AB/AC Policy defines each of these terms and communicates specific restrictions across various types of interactions. Haemonetics trains both internal and external stakeholders on our Code and AB/AC Policy to make them aware of common types of interactions with GOs and HCPs that can introduce the risk of bribery and corruption and rules that must be followed to avoid issues.

Haemonetics requires that its employees and third-party partners report suspected violations of the law, regulations or our AB/AC policy immediately. Our Code and AB/AC Policy outline multiple resources available if such persons have questions or want to report potential misconduct or other ethical concerns, including Haemonetics' Integrity Helpline.

See "[Ethics and Compliance](#)" beginning on page 14 for more information.

## 24/7

Third-party maintained Integrity Helpline available in multiple languages for questions or reporting concerns

For additional information, see "[Disclosure Index](#)" beginning on page 36.

## Marketing and Sales Practices

We are committed to integrity in our marketing and sales practices. We also recognize that positive and productive long-term interactions with HCPs are essential to our Mission of developing innovative technologies and services that advance the standard of care, to educating others on their safe and effective use, and to ensuring the best clinical outcome for customers, patients and donors. Our Code and applicable policies emphasize the importance of promoting our products honestly and transparently for on-label indications only and maintaining ethical partnerships with HCPs.

In addition to annual Code of Conduct and AB/AC Policy training requirements, all customer-facing employees must complete a separate online training annually that addresses compliance expectations and responsibilities of Haemonetics employees with respect to engagement with HCPs and healthcare organizations, including guidelines on ethical promotional interactions such as handling off-label questions appropriately and only marketing or promoting our products for on-label uses.

For additional information, see "[Disclosure Index](#)" beginning on page 36.

## ALL

Permanent Haemonetics employees globally required to complete annual AB/AC Policy training

## ALL

Haemonetics distributors required to complete AB/AC Policy training when initially approved and at periodic renewal intervals (generally once every three years)

# Human Rights

As outlined in our Code, Haemonetics is committed to conducting business in a manner that respects human rights and to preventing modern slavery and human trafficking in our business and supply chain.

Our [Global Anti-Human Trafficking Policy](#) articulates in detail our commitment to a work environment that is free from slavery and human trafficking — including forced labor and unlawful child labor — and it prohibits Haemonetics employees, suppliers, distributors and any other third-party partners from engaging in slavery or human trafficking activities. These activities include, but are not limited to, engaging in sex trafficking, procuring commercial sex acts, using force, fraud, or coercion to subject a person to involuntary servitude or obtaining labor from a person by threats of serious harm to that person or another person or engaging in any other practices related to trafficking in persons.

Haemonetics maintains processes to help employees and third-party partners understand our human rights policies, discuss human rights concerns, report suspected failures and take necessary remedial actions, including:

**Training** – As part of our annual Code of Conduct training, employees are required to complete a standalone module on human trafficking and slavery, which includes forced and child labor. The training module defines modern slavery and human trafficking, identifies potential warning signs and articulates ways employees can help combat modern slavery and human trafficking and report suspected violations in accordance with our Code and Global Anti-Human Trafficking Policy. For our global distributors, Haemonetics periodically conducts trainings that address their obligations generally to comply with our Code. Additionally, our [Expectations for Suppliers](#) statement reinforces our expectation that suppliers shall, among other things, comply with the guidelines set forth in our Global Anti-Human Trafficking Policy.

For more information, see [“Supply Chain Responsibility”](#) beginning on page 29.

**Diligence** – For our own operations, including our manufacturing and distribution facilities, Haemonetics maintains programs and procedures that foster a culture of compliance with our Code, our Global Anti-Human Trafficking Policy and the law. We conduct due diligence on all third-party distributors which involves reputational background checks and screenings to assess, among other things, the distributor’s efforts to assure that human trafficking and slavery do not exist in its operations and supply chain. Within our supply chain, Haemonetics targets completion of quality audits (either in person or virtually) of approximately one-third of our direct suppliers annually. We recognize that our highest risk distributors and suppliers for purposes of human trafficking and slavery are likely to be found in countries and industries cited for having the highest prevalence of modern slavery and human trafficking violations.

**Reporting Concerns** – Our Code and Global Anti-Human Trafficking Policy each specify that our employees, vendors and any third parties who work on Haemonetics’ behalf have a responsibility to speak up if they see or suspect a violation of the law or Haemonetics policies with respect to human trafficking and slavery. These documents outline multiple resources available if such persons have questions or want to report a concern, including Haemonetics’ Integrity Helpline.

For more information, see [“Ethics and Compliance”](#) beginning on page 14.

# Political Spending

Haemonetics does not currently make political campaign contributions. Any political campaign contribution proposed to be made by Haemonetics must be approved by our Chief Executive Officer and Chief Financial Officer. Haemonetics maintains an employee-based, voluntary, non-partisan political action committee (“PAC”) administratively but this PAC is not active.

## \$0

Political campaign contributions by Haemonetics and its PAC in fiscal 2025



# Investing in Our People

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We invest in our people to sustain our leadership in the markets we serve and to distinguish Haemonetics as a company that attracts and retains the very best talent. Guided by our Mission, we seek to foster an inclusive culture that empowers our employees to bring their best ideas to help solve problems and to fuel innovation.

Our Chief Human Resources Officer, in consultation with our Executive Leadership Team, has day-to-day responsibility for human capital management at Haemonetics and reports to the Compensation Committee regularly on our human capital strategy.

# Talent Attraction and Retention

We are committed to building a collaborative, performance-driven culture that attracts and retains top talent. As of March 29, 2025, we employed the full-time equivalent of 3,023 persons, with approximately 78% located in the Americas and the remaining 22% located across 19 different countries.

## Attracting Top Talent

In our industry, there is substantial competition for key personnel in the regions in which we operate. Recruiting, developing, engaging and retaining talented employees is critical to both our strategy and our ability to compete effectively in the markets we serve.

Our talent strategy focuses on a complementary set of initiatives designed to support our transformational growth goals and secure top talent, including:

- Continuous talent development, training and succession planning;
- Purposeful actions to support pay competitiveness and parity and foster an inclusive environment for all people where the contributions of every individual are valued;
- Regular engagement with employees;
- Competitive compensation and flexible benefits offerings to help our employees and their families thrive; and
- Policies and practices to promote employee health and safety.

We believe these initiatives help us attract the talent we need and foster a culture where employees feel engaged, included and valued in helping **to make our work matter** for the customers, patients and donors who depend on us. We discuss each of these initiatives in more detail below.

Haemonetics is an equal opportunity employer.

For more information, see our [Equal Employment Opportunity and Affirmative Action Policy Statement](#).



### FISCAL 2025 EMPLOYEE DEMOGRAPHIC DATA<sup>1</sup>

Total number of employees	3,066
Total number of full-time equivalent employees	3,023
Total number of part-time equivalent employees	43

### Percentage of Permanent Employees by Region

Americas	78%
Asia Pacific ("APAC")	14%
Europe, the Middle East and Africa ("EMEA")	8%

### Percentage of Temporary Employees by Region<sup>2</sup>

Americas	51%
APAC	39%
EMEA	10%

<sup>1</sup> Measured as of March 29, 2025. Cases where percentages do not add up to 100% due to rounding.

<sup>2</sup> Temporary employees include contingent labor contractors, co-op employees, interns and fixed-term contract employees.

## Leadership and Succession

At Haemonetics, our Executive Leadership Team drives our corporate strategy and organizational capabilities. Under the leadership of our Chief Executive Officer, the Executive Leadership Team works collaboratively to help set Haemonetics' short- and long-term strategic priorities and manage their teams' successful execution against such priorities. Haemonetics also maintains a Global Leadership Team comprised of cross-functional leaders below the Executive Leadership Team level. Among other things, the Global Leadership Team helps us to cultivate a pipeline of qualified future senior leaders and provides a valuable communication channel to reinforce our Purpose, Mission, Values and strategic priorities with the broader organization.

We dedicate meaningful time and resources to our talent review and succession planning processes at the Executive Leadership Team level and below. Pursuant to our Principles of Corporate Governance, the Board plans for succession to the position of Chief Executive Officer as well as other positions on the Executive Leadership Team.

To assist the Board, the Chief Executive Officer annually provides the Board with an assessment of our senior leaders and their potential to succeed him. The Chief Executive Officer also provides the Board with an assessment of persons considered potential successors to certain senior management positions on the Executive Leadership Team.

## Performance Management

We maintain structured performance management and advancement systems to ensure equal access to career growth opportunities. Our robust performance management review process for our permanent employees below the Executive Leadership Team level is designed to help develop talent and ensure alignment of goals at every level of our organization. This process is generally facilitated through our electronic human capital management platform and includes:

### Goal-Setting

Employees work closely with their managers to set performance goals for the fiscal year that are challenging and align with our strategic priorities.

### Mid-Year Review Process

Colleagues and managers meet at the mid-point of each fiscal year to review how goals are progressing, how priorities may have changed and to discuss personal development goals.

### Year-End Review Process

Our year-end talent review and performance calibration process is led by our Executive Leadership Team and guides determinations on individual achievement against compensation-linked performance goals and career advancement opportunities. Managers provide meaningful coaching and feedback to their reports as part of this process.

## Executive Leadership Team



**Christopher A. Simon**  
President and Chief Executive Officer



**Michelle L. Basil**  
Executive Vice President, General Counsel



**Frank W. Chan, Ph. D.\***  
Executive Vice President, Chief Operating Officer



**James C. D'Arecca**  
Executive Vice President, Chief Financial Officer



**Roy Galvin**  
Executive Vice President, Chief Commercial Officer



**Jan Hartmann, M.D.**  
Senior Vice President, Chief Medical Officer



**Laurie Miller**  
Senior Vice President, Chief Human Resources Officer



**Rajeev Varma**  
Senior Vice President, Strategy and Corporate Development

\* Joined Haemonetics and became a member of the Executive Leadership Team after the end of fiscal 2025.

## Talent Development

We offer a variety of programs and resources designed to facilitate our employees' career development, training and networking opportunities, including:

**Individual Development Planning** – As part of our performance review process discussed above, we encourage our employees at all levels to define their own development goals in consultation with their managers. Managers provide their reports with coaching and feedback to help encourage proactive steps toward reaching their developmental goals.

**Management Development** – We lead dedicated manager quality development exercises throughout the year focused on developing core leadership competencies, including performance management training, coaching, feedback and building trust. These trainings occur through a blend of our



**24,000+**

Training courses available in HLearn in fiscal 2025

**18,000+**

Total training hours logged in HLearn in fiscal 2025

internal learning management platform, third-party programs that target critical manager skills, cohort-based development sessions and mentorship programs.

**Training** – We provide ongoing training to employees in order to further their development, strengthen our culture and drive compliance and quality across the organization. HLearn, our learning management platform for internal training, provides employees with a user-friendly online interface and dynamic internal training content designed to satisfy our global training compliance goals and reinforce key Values reflected in our Code. The platform also features an enhanced learning library that offers professional, technical and critical leadership skills along with tailored content based on employees' individual interests and learning preferences. In addition to HLearn, we provide on-site improvement training for our plant workers and other employees throughout the year focused on skills relevant to their day-to-day responsibilities.

**Tuition Assistance** – Haemonetics encourages employees to advance their educational qualifications in areas that enable them to improve their job performance and professional development. In addition to the training programs provided by Haemonetics, we maintain tuition reimbursement programs that provide eligible U.S. and Canadian employees the opportunity to be reimbursed (up to a set dollar limit) for tuition and certain other expenses associated with degree programs, certifications and continuing education courses that relate to their work at Haemonetics.

**Recognition** – Haemonetics regularly spotlights important work being done by our employees during the fiscal year, including a weekly "Make It Matter Moments" recognition series. This program is based on peer nominations and allows employees to spotlight colleagues across the organization who personify Haemonetics' Values and advance our Purpose. In calendar year 2025, we also launched a centralized global rewards and recognition platform where employees can highlight their colleagues' accomplishments across the organization.

## Pay Equity and Transparency

We take steps at Haemonetics to ensure consistent, legally compliant and fair pay practices. Working with third-party experts, our human resources team regularly benchmarks salaries and conducts periodic pay-analyses to institute proactive, sustained pay parity. Haemonetics will not discharge or in any manner discriminate against employees or applicants because they have inquired about, discussed or disclosed their own pay or (subject to certain exceptions) the pay of another employee or applicant.

For more information, please refer to Haemonetics' [Statement on Pay Transparency](#) available on our website at [www.haemonetics.com](http://www.haemonetics.com).

## Building Our Inclusive Culture

Haemonetics is committed to maintaining an inclusive workplace for all people that highlights mutual respect and equality, and each of our employees has a responsibility to promote these principles in our culture. Our Code of Conduct specifically addresses Haemonetics' policies and practices to foster an inclusive workforce and to strictly prohibit harassment and discrimination in our workplace. Our company-wide annual Code of Conduct training also includes a module that trains employees on how to promote an inclusive culture and to help identify and prevent unlawful discrimination. Additionally, we require all permanent employees to complete standalone anti-harassment and anti-discrimination training at least annually. We also maintain company-sponsored colleague resource groups that are open to all Haemonetics employees and offer opportunities with employees with shared interests to connect.

# Employee Engagement

We sustain our collaborative, performance-driven culture through regular engagement with employees.

Our Executive Leadership Team holds quarterly Town Halls with our global workforce to reiterate strategic priorities, provide business updates, recognize employee contributions and answer questions from employees. Between Town Hall meetings, our executives participate in a "Leadership Spotlight Series" hosted on our internal website that allows employees to receive key information and perspectives from executives and highlights our Values. Leaders across the organization also participate in our "Haemonetics Half Hour" series of 30-minute webinar sessions, which provide employees with insights and perspectives on various topics related to our business and industry. Haemonetics' Global Leadership Team also meets collectively with the Executive Leadership Team each quarter to discuss our execution against strategic priorities, contribute ideas and help cascade messages to their teams.

## FISCAL 2025 EMPLOYEE ENGAGEMENT SURVEY

89%

global employee participation in employee engagement survey

4 out of 5

Employees surveyed say they are proud to work at Haemonetics



### Spotlight: Employee Engagement Surveys

We conduct company-wide engagement surveys to solicit employee feedback on a range of topics relating to job performance, leadership, development opportunities, career advancement and ways to enhance our work environment. Thoughtful and widespread employee participation in these surveys affords Haemonetics a unique opportunity to listen and respond to the needs and wishes of our global employees. Haemonetics' strategic listening approach includes a global engagement survey conducted every two years and more frequent pulse surveys that allow us to receive more real-time employee feedback throughout the year and take prompt action as needed to enhance our talent attraction and retention capabilities.

89% of global employees participated in our most recent biennial employee engagement survey conducted in fiscal 2025, with feedback from the survey shared across the organization and used to inform both company-sponsored initiatives and shared action plans between managers and direct reports. Management also reported to the Compensation Committee on the results of our biennial engagement survey and progress against our corresponding company-sponsored initiatives and shared action plans. Additionally, we conducted short pulse surveys throughout fiscal 2025 to supplement feedback received from the biennial engagement survey.

# Employee Well-Being

We offer compensation opportunities and benefits that are designed to attract, retain and motivate exceptional employees dedicated to the success of the organization and drive both individual and company performance. Our Human Resources team reviews our compensation practices against the markets where we complete on a regular basis to ensure we are able to attract and retain top talent.

## Compensation

Haemonetics provides market-competitive base pay to compensate individuals for technical competencies required for their position and to help provide economic security. In addition to base salary, most of our employees have variable components to their compensation that are tied to the achievement of corporate and individual performance goals, the fluctuations of our stock price, or a combination of both. We believe this approach fosters a pay-for-performance culture and, in the case of equity awards, helps to align the interests of employees and shareholders and promote a long-term shareholder perspective. Representatives of our human resources team conduct an annual risk assessment of Haemonetics' compensation programs and the findings are reviewed with our Board's Compensation Committee. For fiscal 2025, the Compensation Committee agreed with management's conclusion that Haemonetics' compensation programs are designed with the appropriate balance of risk and reward in relation to Haemonetics' overall business strategy and do not create risk that is reasonably likely to have a material adverse effect on the company.

## Benefits<sup>1</sup>

We offer a comprehensive package of global benefits to support the health and well-being of our employees and their families. Haemonetics' benefit offerings for full-time employees typically include:

- Medical, dental and vision insurance
- Life and disability insurance
- Paid time off, paid family leave and other leave of absence benefits
- Retirement savings plan
- Employee stock purchase plan, for eligible participants
- Childcare, fitness and wellness programs
- Outplacement services, in accordance with our U.S. Employee Severance Plan

We continually introduce new and enhanced benefits offerings to meet the evolving needs of our workforce and to remain competitive in local markets. Certain key benefits include, among other programs:

## HYBRID WORK MODEL

We embrace a flexible work environment to accommodate both in-person attendance and remote collaboration. We have committed to maintaining a hybrid work environment for our corporate offices in the U.S. and certain other jurisdictions, allowing colleagues to continue to have workplace flexibility while enabling the opportunity to come together and collaborate in person.

## U.S. FLEXIBLE TIME-OFF POLICY

We believe time off is critical to our employees' well-being and maintain a flexible vacation model for U.S. salaried employees. These employees are not limited to a set number of paid days off per year and have more flexibility to take time off they want or need.

## EMPLOYEE ASSISTANCE PROGRAM

We make available a behavioral health services program that offers 24/7 emotional well-being and work-life balance resources by licensed clinicians/counselors for our worldwide employees and their family members. Employees do not need to be enrolled in a Haemonetics health plan to take advantage of this service. Benefits and eligibility may vary by country.

For additional information on our executive compensation philosophy, participants in the compensation setting process and fiscal 2025 compensation for our named executive officers, please refer to the Compensation Discussion and Analysis in our [2025 Proxy Statement](#).



<sup>1</sup> Benefits and eligibility may vary by country.

# Occupational Health and Safety

**We believe that providing a safe and healthy workplace for our employees is fundamental to our business success and essential to developing trust internally, as well as with our customers, investors and other stakeholders.**

This includes eliminating unsafe work practices and workplace injuries and illnesses and promoting the health, safety and well-being of all employees, contractors and visitors. Important objectives in achieving our vision include: creating a positive safety culture, maintaining an effective safety management system and reducing risk in the workplace.



Haemonetics' Code of Conduct outlines our health and safety guidelines and we maintain a [Global Occupational Health and Safety Policy Statement](#) established by senior management that reflects our commitment to maintaining a culture of occupational health and safety. A summary of our global health and safety performance for fiscal 2025 is included in the table accompanying this section.

Site leaders at Haemonetics' manufacturing plants and other locations have day-to-day responsibility for administering our safety management system, in collaboration with our Director of Environment, Health and Safety. Haemonetics utilizes a third-party enterprise compliance and risk management solution at all of our locations to track incidents, including first aid and near-miss reporting as well as corrective actions taken. We have also implemented a Safety, Facilities and Environment Reporting (SAFER) tool across all of our manufacturing and warehousing facilities that allows employees to scan a QR code to submit safety or environmental concerns, observations, ideas or to recognize positive behaviors. Engagement through this platform has contributed to a stronger safety culture and helped reduce risk across our sites.



Health and safety compliance training is required for all site employees and tailored to the specific job and task hazards associated with the position and/or location. Employees are also required to complete annual Code of Conduct training, which includes a specific module on health and safety. Management reports to our Governance and Compliance and Compensation Committees as needed on health and safety compliance and employee-related issues, respectively.

### FISCAL 2025 GLOBAL HEALTH AND SAFETY PERFORMANCE<sup>1</sup>

Number of fatalities for employees	0
Number of fatalities for contractors	0
Number of injuries for employees	13
Number of injuries for contractors	0
Total recordable incident rate (TRIR) for employees and contractors	0.32
Days away, restricted or transferred (DART) rate for employees and contractors	0.22
Number of reports of work-related ill health for employees	0
Number of reports of work-related ill health for contractors	0
Workers covered by occupational health and safety management system	100%

<sup>1</sup> Covers employees and contractors under Haemonetics supervision and based out of our global headquarters, manufacturing sites or distribution facilities ("covered persons"). TRIR and DART rates are calculated per 100 covered persons.

# Driving Social Impact

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Quality and integrity are threaded into the fabric of our company and everything we do. This allows us to continually innovate and deliver results that make an impact for the people who depend on our products.



# Technology and Innovation

Guided by our Mission, we pursue continuous innovation to meet the evolving needs of our customers.

Haemonetics' rich history of innovation began more than 50 years ago with the revolutionary Latham Bowl that established the fields of automated apheresis and autologous transfusion. Since then, we have built a long track record of industry-leading, breakthrough solutions and services that improve the quality, effectiveness and efficiency of care. With our deep understanding of health economics and unmet patient needs, we continue to drive meaningful innovation across our platforms, advancing standards of care through product, software and market development.



**\$62+**  
**million**

invested in R&D in fiscal 2025  
(15% increase versus prior  
fiscal year)

**Pictured above:** Our state-of-the-art R&D laboratory space at our Boston, MA headquarters

## Leadership and Culture

Our Chief Operating Officer, in consultation with the Executive Leadership Team, oversees Haemonetics' innovation agenda and leads a global team of research and development ("R&D"), software, quality, regulatory, manufacturing and supply chain experts, while our Chief Medical Officer oversees our global medical, clinical and scientific affairs teams. The Chief Operating Officer and Chief Medical Officer are members of our Executive Leadership Team and report directly to our Chief Executive Officer.

Haemonetics also conducts targeted medical advisory boards from time to time that support our commitment to science, clinical excellence and our innovation agenda. Key objectives for these medical advisory boards include:

- Gathering the highest quality, objective expert views on critical scientific and medical questions;
- Identifying trends and innovations with relevance for Haemonetics; and
- Supporting our senior management and our Board of Directors in strategic decision making.

Since fiscal 2020, our Board has also maintained a standing Technology Committee to help provide Board-level oversight of technology and innovation at Haemonetics. Our Chief Operating Officer, Chief Medical Officer and other members of management report to the Technology Committee regularly on progress against our innovation agenda, including R&D programs and pipelines, our intellectual property portfolio, quality assurance, regulatory affairs and clinical and medical affairs in support of Haemonetics' new product development and lifecycle management. The Technology Committee also reviews technology aspects of products as they relate to quality, safety and cybersecurity and receives periodic reports regarding medical advisory boards conducted by the company.

## Customer-Focused Innovation

We advance Haemonetics' Mission through customer-focused innovation. Our Innovation Agenda is grounded in a thorough understanding of our customers' day-to-day operations, health economics and unmet patient needs and is made possible by our breadth of R&D capabilities in core areas of value creation, including hardware, disposables, software and digital. Our strong clinical, medical and regulatory teams also provide critical support in driving new indication and market development initiatives across our growth platforms.

Our products focus on addressing critical customer needs that help advance standards of care, including reducing complications, improving workflow efficiencies, eliminating manual processes and improving hospital economics.

To learn more about Haemonetics' innovation strategy and long-range innovation goals, visit our [Investor Relations](#) page at [www.haemonetics.com](http://www.haemonetics.com).

## Clinical Studies

We conduct extensive pre-clinical and clinical research to support the safety and effectiveness of our products, including new products in development and expanded applications for existing products. Our clinical affairs team oversees all company-sponsored clinical research trials and reports directly to our Chief Medical Officer. We conduct clinical research using the principles of Good Clinical Practice and adhere to applicable local and regional regulatory requirements, in all cases prioritizing the rights, safety and well-being of human subjects involved in a trial. It is our intention at the outset of each trial to eventually make the results publicly available.

We also maintain a Research Grants program at Haemonetics to support original, independent, investigator-initiated research aimed at advancing science and clinical care. Haemonetics reviews unsolicited requests for research support, which may include in-kind or financial support. Decisions are based upon scientific merit, clinical significance, feasibility and likelihood of success given the principal investigator's track record and research environment, as well as alignment with Haemonetics' areas of research interest and availability of resources.

Please visit our [Research Grants Program](#) webpage at [www.haemonetics.com](http://www.haemonetics.com) for more information on the program and submission process.

## Animal Testing

Animal testing is conducted on certain Haemonetics products by approved third-party test facilities in order to collect pre-clinical data necessary to demonstrate device safety or performance for human use. When developing a test strategy, we follow the U.S. Food and Drug Administration's ("FDA's") recommendation on balancing the ethical principles of reduction, replacement and refinement to generate the necessary data to substantiate the purpose of the study. We expect all third-party facilities that carry out pre-clinical testing on our products to have robust animal welfare compliance and oversight programs as well as periodic internal and external audits, including those conducted by applicable regulatory bodies. All applicable testing laboratories are also expected to have accreditation by the Association for Assessment and Accreditation of Laboratory Animal Care, a non-profit organization that promotes the humane treatment of animals in science through voluntary international accreditation and assessment programs. We evaluate our test facility contractors on an ongoing basis to confirm continued eligibility, and information such as a vendor's certifications, non-conforming reports or corrective actions may affect their continued engagement with Haemonetics or audit scheduling.

# Product Affordability and Accessibility

We market and sell our products in approximately 95 countries through our own direct sales force (including full-time sales representatives and clinical specialists) as well as independent distributors in approximately 90 countries. Our customers include biopharmaceutical companies, blood collection groups and independent blood centers, hospitals and hospital service providers, group purchasing organizations and national health organizations.

For additional information regarding our products, see ["Three Customer-Centric Business Units"](#) beginning on page 7.

Our efforts to promote the affordability and accessibility of our products include the measures described below.

## Price Transparency

We endeavor to supply products that are both high-quality and cost-competitive for our customers. We communicate our prices transparently through contracts, tenders, quotations, pricing letters or similar documents. These documents provide a selling price that is either based on a pre-approved standard list price or an approved special price under certain circumstances. These documents may also include the fulfillment conditions for discounts and/or rebates, if any. As these documents are typically regarded as confidential information, relevant confidentiality commitments will be incorporated in this documentation.

## Commercial Footprint

We continually pursue regulatory approvals to expand our available product indications and commercial footprint.

## Educational Resources

We provide customers with access to a wide range of educational courses, both in-person and online, to advance individual knowledge of Haemonetics products across the globe.

For more information, visit the [Haemonetics Training](#) page at [www.haemonetics.com](http://www.haemonetics.com) and

## Industry Participation

We participate in business and medical technology industry trade organizations working to advance global health. This includes serving on the boards of industry organizations, such as AdvaMed.

For more information, see ["Select Industry Memberships"](#) beginning on page 15.

# 95 countries

Geographic reach  
of our products  
and solutions in  
fiscal 2025



# Product Quality and Safety

At Haemonetics, we embed a quality mindset into everything we do. This allows us to achieve the high standards of quality, safety and effectiveness that we and our customers expect and to comply with applicable regulations.

## Quality Culture

Guided by our [Global Quality Policy](#), our teams drive quality excellence through the full lifecycle of our products. Our Executive Leadership Team has responsibility for establishing quality objectives for the organization that cascade from our corporate strategy and align with our Global Quality Policy. Our Executive Vice President, Chief Operating Officer serves on the Executive Leadership Team and leads our talented team of quality professionals in managing global product quality and safety across the business. This role reports directly to the Chief Executive Officer.

The Governance and Compliance Committee of the Board oversees Haemonetics' quality and regulatory programs from a compliance perspective and receives regular reports from management on overall quality system health and product safety and performance. Management also reports regularly to the Technology Committee of the Board on product quality assurance and regulatory affairs in support of Haemonetics' new product development and lifecycle management. As discussed above, our Board also evaluates quality-related risks in connection with its oversight of Haemonetics' enterprise-wide approach to risk management.

For more information, see "[Board's Role in Risk Management](#)" beginning on page 13.

## Quality Management System

Haemonetics operates under a Global Quality Management System ("QMS") with sites and regions reflected as integral parts of the overall quality system structure. Our QMS drives quality performance across the organization and allows us to consistently meet customer and regulatory requirements. The QMS aligns to relevant regulations and international standards, including ISO 13485.

We continually engage in internal and external monitoring to ensure the suitability and effectiveness of the QMS. Among other things, our quality team conducts inspection and testing activities at regular intervals throughout the product lifecycle and regularly reviews quality key-performance indicators. We also conduct ongoing assessments of our QMS against external factors, including emerging regulations, guidance and/or quality issues in the industry, innovations that could enhance the QMS and changes in business strategy or objectives. Additionally, Haemonetics has systems and methods in place to monitor customer feedback and confirm that customer requirements have been met.

We also partner with strategic suppliers that complement our capabilities. Haemonetics take steps to ensure that our supply chain partners are committed to our same high standards of quality, safety and effectiveness and are upholding applicable laws and regulations.

For more information, see "[Supply Chain Responsibility](#)" beginning on page 29.

## ISO 13485

certified quality management system

## Product Safety

Haemonetics has implemented robust design control and post-market surveillance programs that meet the requirements of 21 CFR 820 and ISO 13485. Haemonetics performs clinical evaluations and post-market surveillance activities in required intervals for all products.

Risk management is incorporated into the full lifecycle of Haemonetics products from development through obsolescence. We identify and respond to potential issues through our risk management process, which is aligned to ISO 14971. If advisory notices, field safety corrective actions or recalls are issued for a product or event, Haemonetics maintains processes to ensure:

- prompt notice to affected customers;
- end-user safety;
- engagement with regulatory authorities as appropriate; and
- implementation of appropriate corrective and preventative actions.

## Employee Training

All Haemonetics employees and temporary employees receive mandatory training on our Global Quality Manual and QMS. We ensure that all Haemonetics employees and contractors receive appropriate job or process specific training necessary to perform their jobs.

### FISCAL 2025 U.S. FDA RECALLS

CATEGORY	NUMBER OF RECALLS ISSUED	TOTAL UNITS RECALLED
Class I Recalls	0	0
Class II Recalls	0	0

For additional product quality and safety data, see "[Disclosure Index](#)" beginning on page 36.

# Cybersecurity and Data Protection

Haemonetics understands the importance of cybersecurity and privacy to the well-being of our stakeholders, including customers, employees, business partners and the donors and patients we serve. We have established and are continuously improving our cybersecurity and data protection program to provide our customers with secure systems and products so they can serve their donors, patients and caregivers with confidence.

## Culture of Security

We assess, identify and manage risks from cybersecurity threats through our global cybersecurity program. The program is managed by a full-time Chief Information Security Officer (“CISO”) whose organization manages our cybersecurity strategy, architecture, policies, standards and processes for the security of Haemonetics’ enterprise network and information assets. The CISO reports to our Chief Information Officer (“CIO”) and is supported by a dedicated security operations team. The CISO’s organization monitors, manages and works to identify and assess cybersecurity risks through various technologies, resources, processes and policies that are regularly updated to align with the changing threat landscape, our evolving business needs as well as global regulatory requirements. Our CISO reports at least annually on Haemonetics’ threat landscape and security programs to our Governance and Compliance Committee, which oversees our compliance programs and policies regarding data privacy and cybersecurity risks associated with our information technology systems. Management also reports on these programs to the Audit Committee as needed and periodically reviews with our Technology Committee certain aspects of new and existing products as they relate to quality, safety and cybersecurity.

Our global cybersecurity program is aligned to the National Institute of Standards and Technology (“NIST”) Cybersecurity Framework and is certified to the ISO 27001 global standard on Information Security Management. Our cybersecurity program is closely integrated with our QMS under the ISO 13485 standard. Our program utilizes layered defenses to help protect against cybersecurity threats and to work to secure our assets, reduce detection time and improve recoverability. Among other things, this includes ongoing systems monitoring with support from a managed detection and response service provider and other third-party vendors to augment our monitoring and response capabilities, as well as a standardized incident response program with incident response team members participating in regularly scheduled management reviews and tabletop exercises. Our CISO and CIO conduct regular cross-functional management reviews of our programs, including with members of senior leadership.

## Product Security

Cybersecurity is also included in our product development life cycle and part of our vendor and business partner evaluation process. Our product development approach considers cybersecurity best practices and builds security controls into our product design. Haemonetics is a member of MedISAO, an industry organization dedicated to improving the security of medical devices, where security issues can be reported securely. We monitor our products for vulnerabilities and follow bulletins, patches and alerts posted to our download center or communicated directly to customers. Additionally, we conduct security risk assessments prior to engaging third-party suppliers and other vendors and business partners to validate that they maintain appropriate safeguards to protect our and their information systems in connection with services they provide. This risk assessment is heightened with respect to vendors or business partners that have access to personal information that we collect, maintain or use.

## Privacy

We organize our programs to comply with the European Union’s General Data Protection Regulation (GDPR), the Health Insurance Portability and Accountability Act of 1996 (HIPAA), the California Consumer Privacy Act (CCPA), the California Privacy Rights Act (CPRA) and other privacy regulations applicable in the jurisdictions in which we operate. As part of our privacy by design model, we require privacy impact assessments for any product or process that collects, uses, manages or processes personal data.

## Training

All employees and contractors receive annual cybersecurity awareness training, and we have integrated cybersecurity and data protection topics into our Code of Conduct. All employees receive privacy training, and those who may have access to customer data in the course of their duties also undergo training tailored to this specific area.

## Continuous Improvement

Haemonetics is continuously improving its cybersecurity and data protection stance. Security initiatives are integrated into strategic planning and driven by regular cybersecurity risk assessments, incident lessons learned and the evolving threat landscape.

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## ISO 27001

certified information security  
management system

# Supply Chain Responsibility

We maintain a complex global supply chain that involves integrating key suppliers and our manufacturing capacity into a global movement of components and finished goods. We seek to partner with strategic suppliers that complement our capabilities and share our high standards for quality and ethics.

## Continuity and Resiliency

At Haemonetics, we have built and continually work to maintain resilient global manufacturing and supply chain operations. As a global company, we support our customers with a worldwide supply chain network that emphasizes reliability and quality. We proactively maintain business continuity plans to address supply chain disruptions that may occur. Through our network of multiple distribution centers, multi-source arrangements and localization of supply and distribution, we have built a fortified and flexible manufacturing and supply chain network. We focus on resiliency through cross-functional, lean daily management and data-driven demand, supply and inventory planning cycles. We have established world-class manufacturing sites and regionally-focused and optimized distribution networks, ensuring inventories closer to customers. Our supply chain capabilities enable us to withstand near-term macroeconomic challenges and offer us flexibility as we continue to grow. Our supply management teams remain actively engaged with our contract manufacturers and suppliers to understand possible downstream impact to our products and supply chain, evaluate changing demand, safety stocks and raw material availability, and develop alternative solutions for any impacted materials.

## Supplier Audits

We insist on quality, safety and integrity at every stage of our work, and our suppliers play an important role in ensuring every component that goes into our products also meets our high standards. We follow documented policies and procedures for the selection, monitoring, auditing and re-evaluation of suppliers based on numerous factors, including various risks and regulatory requirements. Based on the supplier risk level, Haemonetics implements a combination of activities to monitor the ongoing performance and quality of our supply base such as periodic audits, monitoring of key quality performance indicators, formal quality agreements, and periodic quality assurance surveys. We target completing quality audits of 100% of our highest priority suppliers each year and approximately one-third of our direct supplier base annually, either in-person or virtually.

## Traceability

The identification of raw materials, components, subassemblies and finished goods from receipt through all stages of production is tracked through our Enterprise Resource Planning inventory control system to ensure that only a product that has passed the required inspection and tests (or released under an authorized concession) is dispatched, used or installed.

## Expectations for Suppliers

We expect our suppliers to share our commitment to the same high ethical standards and to follow our Code. Our [Expectations for Suppliers](#) statement reinforces specific expectations for Haemonetics suppliers with respect to ethical practices, quality

matters, environmental protection, health and safety and certain social responsibility topics, including modern slavery and human trafficking.

For additional information, see [“Human Rights”](#) beginning on page 16.

Haemonetics seeks to partner with suppliers who operate in a manner consistent with these expectations and to support our suppliers in understanding and conforming with them. Although we assume no duty to specifically audit or review supplier compliance with these expectations, we have taken steps to incorporate these expectations into our supplier review processes and our statement specifies that we may take steps to assess a supplier's conformance with these expectations and consider a supplier's progress in meeting them in our sourcing decisions.

## Spotlight

Haemonetics has adopted a Conflict Minerals Statement and we endeavor to continuously improve on our supply chain due diligence efforts to identify and eliminate the sourcing of conflict minerals. Haemonetics expects that our suppliers will support this endeavor and cooperate with Haemonetics to provide timely, accurate and transparent data in support of our conflict mineral due diligence processes and reporting.

[Conflict Minerals Statement](#)

[Conflict Minerals Report](#)

(January 1, 2024 to December 31, 2024)

# Philanthropy

Haemonetics is committed to supporting organizations and causes that align with our Purpose, Mission and Values, and to providing for communities where our colleagues and customers live and work. We strive to make a positive difference through ongoing charitable giving and employee volunteerism.

Our fiscal 2025 philanthropic initiatives included:

- Medical device and technology donations for humanitarian initiatives of multiple non-profit organizations, including World Spine Outreach, Spine Overseas and the VOOM Foundation;
- A \$20,000 donation to the American Red Cross for Hurricane Helene relief efforts;
- Sponsorship of charitable events, including the Immune Deficiency Foundation's (IDF) Walk for Primary Immunodeficiency (PI) in Boston and, in collaboration with our colleague resource groups, the Science Club for Girls' Catalyst Awards and summer rocketry program, the Run to Home Base in Boston in support of healing the invisible wounds of war and the Sisters Network, Inc;
- Regional site initiatives to drive awareness for key causes, including:
  - A Holiday food drive for Rosie's Place, a multi-service community center offering women emergency shelter and meals, held out of our Boston, MA office;
  - At our Clinton, PA manufacturing facility, employees collected donations of essential resources for women in need, built "first responder boxes" including snacks and non-perishable food items that were delivered to local fire and police stations and, during Breast Cancer Awareness Month, hosted a "Pink Out" event to raise awareness about breast cancer prevention and early detection; and

- At our Mexico manufacturing facilities, employees supported the organization "Turbantes Oncológicos," which provides headscarves and cover-ups for women who lose their hair as a result of cancer/cancer treatment, and participated in various volunteer events like company-wide beach cleanup and visits to a local orphanage to provide cheer and gifts to children during the holiday season.

To support employee volunteerism, Haemonetics' U.S. Volunteer Policy allows eligible employees to utilize up to eight paid hours per calendar year to volunteer at a charitable organization during the employee's standard work hours.



## Spotlight

Members of our Women's Initiative Network colleague resource group participated in a volunteer event with Science Club for Girls, a non-profit organization committed to creating interest and opportunity in Science Technology Engineering and Math (STEM) for girls and gender-expansive youth. The team packed up kits for club members to use for upcoming science projects. The group put together over 1,600 items that will be used for over 800 STEM kits.

# Reducing Our Environmental Impact

- Climate Risk and Resilience
- Operational Footprint
- Product Stewardship

- 32
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- 34

At Haemonetics, we understand that advancing our Purpose also means doing our part to promote the health of our planet. We seek to embed environmental considerations through the full life cycle of our products and identify solutions to reduce our environmental impact.



# Climate Risk and Resilience

We are a global company with innovative technologies that reached approximately 95 countries in fiscal 2025. We recognize that climate change presents risks to all communities, and we have pursued and will continue to pursue opportunities to reduce our carbon footprint. We also recognize that climate change (including laws or regulations passed in response thereto) could adversely affect our operations and supply chain, including the variability and cost of raw materials and components required for the operation of our business, increased energy and transportation costs and the potential that natural disasters or other extreme weather events could damage or temporarily close manufacturing facilities that we or our partners operate.

We regularly review our logistics capabilities and maintain business continuity plans to address supply chain interruptions and site-level disruptions at our manufacturing facilities. We also evaluate climate change and other ESG risks through our enterprise risk management process. In fiscal 2025, we completed our first company-wide climate risk assessment based on the Task Force on Climate-Related Financial Disclosures ("TCFD"), which was supported by a third-party vendor and involved internal engagements with employees and senior leadership, including in-depth interviews and educational workshops. This cross-functional effort marked our first formal TCFD-based analysis, covering governance, strategy, risk management and metrics and targets.



## Spotlight

Two of our major manufacturing sites—located in Penang, Malaysia, and Clinton, PA—achieved ISO 14001:2015 certification for their environmental management systems in July 2023 and June 2024, respectively. In recognition of these milestones, and following recent changes to our manufacturing footprint driven by acquisitions and dispositions in fiscal years 2024 and 2025, we are currently evaluating next steps for pursuing additional ISO 14001:2015 certifications at our other manufacturing locations. This evaluation reflects our continued focus on environmental stewardship and aligning our operations with internationally recognized standards.

For more information, see ["Greenhouse Gas Emissions and Energy Use"](#) on page 33.

## Fiscal 2025

Haemonetics completed first TCFD-based analysis

### 23%

reduction in fiscal 2025 Scope 1 and 2 GHG emissions (MT CO2e) compared to fiscal 2018 baseline

## 13,837 MWh

reduction in MWh of energy consumed in fiscal 2025 compared to fiscal 2018 baseline

For more information, see ["Operational Footprint"](#) beginning on page 33 and ["Disclosure Index"](#) beginning on page 36.

# Operational Footprint

Haemonetics' Code outlines our principles on environmental protection. We also maintain a [Global Environment Policy Statement established by senior management that reflects our commitment to, among other things, responsible operation, conservation of resources and meeting applicable environmental requirements.](#)

We pursue a program of continual improvement at our corporate and operational locations through our global Environmental Management System. We also work to foster a culture of environmental consciousness through our policies and programs, employee engagement and third-party partnerships. 95% of our employees completed environmental health and safety training as part of their fiscal 2025 Code of Conduct training and since 2022 Haemonetics has sponsored an Environment and Sustainability colleague resource group for employees. We also communicate regularly with our customers and suppliers on environmental affairs.

## Greenhouse Gas Emissions and Energy Use

Since 2022, we have calculated our global Scope 1 and 2 greenhouse gas ("GHG") emissions on an annual basis using emission quantification methodologies drawn from the Greenhouse Gas Protocol developed by the World Resources Institute and World Business Council for Sustainable Development ("GHG Protocol"). We have set fiscal 2018 as our baseline year for purposes of tracking our progress in reducing total Scope 1 and 2 GHG emissions and evaluating opportunities for further improvements. In fiscal 2025, we recalculated our fiscal 2018 baseline and subsequent fiscal year inventories consistent with the GHG Protocol in order to reflect the sale of the Whole Blood product line within our Blood Center business unit in January 2025. Adjustments to the 2018 baseline and subsequent historical fiscal year inventories also reflect the impacts of manufacturing facilities and offices we assumed in connection with our acquisitions OpSens Inc. in December 2023 and Advanced Cooling Therapy, Inc. (d/b/a Attune Medical) in April 2024.

Since our fiscal 2018 baseline year, we have undertaken various strategic initiatives designed to capture efficiencies, enhance commercial capabilities, align our resources and offer our customers better solutions. In addition to improving performance and delivering gross savings, these initiatives have helped us to reduce our geographic footprint, focus manufacturing operations in locations with more energy-efficient power grids and upgrade our global facilities in ways that have helped reduce our GHG emissions and total energy consumption. For example:

- In December 2019, we relocated our global headquarters from a 224,000 square foot campus in Braintree, MA to a 62,000 square foot LEED and ENERGY STAR certified office space in Boston, MA;
- In June 2022, we relocated our principal U.S. manufacturing operations to a new Center of Excellence in Clinton, PA, which incorporates several environmentally-focused features, including smart controls on the HVAC systems and lighting and a recycled compressor heat system for more efficient temperature control; and
- In fiscal 2024, we launched a renewable energy initiative to install solar panels at our Penang, Malaysia manufacturing facility.

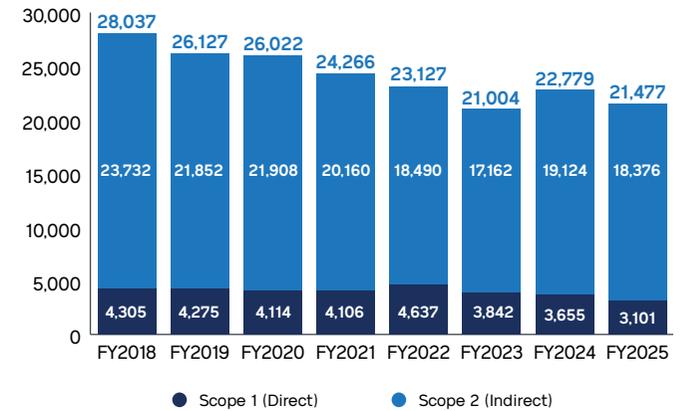
### Spotlight

In fiscal 2024 we installed solar panels across the roof of our Penang, Malaysia manufacturing facility. In November 2025 we expanded the solar panel system to add additional capacity. The system now supplies approximately 21% of the facility's electricity consumption, contributing to reduced GHG emissions and lower energy costs.

We are pleased to report a 23% reduction in Scope 1 and 2 GHG emissions and a reduction of 13,837 MWh in energy consumed in fiscal 2025 compared to our recalculated fiscal 2018 baseline. In July 2025, we began procuring Green-e certified renewable energy certificates (RECs) for our U.S. operations and expect these purchases to cover 100% of our Scope 2 electricity

emissions for our Clinton, PA manufacturing facility in fiscal 2026. We are tracking our performance and progress but do not currently have targets to manage our climate-related risks and opportunities. We continue to take steps to define our long-range climate goals and plan to expand our transparency and reporting in future reports.

## SCOPE 1 AND 2 GHG EMISSIONS (MARKET-BASED) (MT CO2E)<sup>1,2,3</sup>



<sup>1</sup> The following gases are included in our Scope 1 and 2 GHG inventory: CO2, CH4, N2O, HFCs, PFCs, SF6 and NF3; however our operations do not emit HFCs, PFCs, SF6 and NF3.

<sup>2</sup> Numbers rounded. For additional information, see ["Disclosure Index"](#) beginning on page 36.

<sup>3</sup> See ["Limited Assurance Letter from Apex Companies, LLC"](#) on page 44.

## Water Management

While our operations are not highly water-intensive, we are committed to using natural resources responsibly and have implemented measures to improve water efficiency at our facilities. For example, we utilize closed loop process water systems at most of our major manufacturing sites that allow for free process cooling in the winter months and reduce chemical treatment needs.

# Product Stewardship

Haemonetics' products are the strongest link to our customers. We continually focus on improving our product stewardship through operational excellence and innovation. This approach allows us to target initiatives that preserve financial and environmental resources while addressing evolving regulatory requirements and customer expectations.

## Product Footprint and Circular Economy

Haemonetics maintains programs to refurbish devices and spare parts to promote product sustainability and enhance our ability to timely service devices, even when new part availability is constrained. Our certified refurbished device program covers most Haemonetics device platforms – including NexSys, TEG 6s, Cell Saver Elite+, MCS+ and ACP215 – and extends to all countries where allowable by local regulation. Our certified refurbished parts program also covers a subset of those applicable devices and countries where allowable by local regulation.

Refurbished devices and spare parts have been decontaminated, repaired or upgraded as necessary. They are individually tested and verified for equivalence to new device or part specifications and are verified as fully functional by Haemonetics and/or our manufacturing partners. Accordingly, once recertified, these devices and spare parts are covered by the same warranty as new parts. We estimate that this program has helped to divert nearly 134 metric tons of device and component waste from otherwise being sent to scrap and landfills since the beginning of fiscal 2022.

For more information see "[Disclosure Index](#)" beginning on page 36.



### Spotlight: Plastics

Plastics and other petroleum-based products are the principal components of our disposables and are utilized in our product packaging. We continually explore measures to reduce, reuse and recycle plastics in our value chain. Examples include:

**Innovation:** We seek to reduce the amount of plastics in our products through sustainable design, with a particular focus on our plasma bowls. For example, in fiscal 2024 we introduced our new Express Plus Technology for our NexSys PCS plasma collection system, which is designed to reduce procedure time and includes a new plasma collection bowl that requires approximately 15% less plastic to manufacture than our prior bowl model.

**Manufacturing:** We continually target improvements in manufacturing efficiency to reduce plastic waste, including programs we have introduced in our Tijuana, Mexico and Clinton, PA facilities to regrind and recycle plastic scrap for reuse in our manufacturing processes.

**Recyclability:** Local regulations strictly govern the disposal of biowaste such as our disposables once used for blood collection. However, we work with customers to identify possible methods to enhance recyclability. We have also taken meaningful steps to reduce the amount of plastic used in our packaging and labeling.

For more information, see "[Product Packaging](#)" beginning on page 35.

**Industry-Association Memberships:** We collaborate with the PPTA and other trade associations worldwide to help identify ways to address environmental impacts in our industry.

**PRODUCTS COLLECTED THROUGH TAKE BACK (FISCAL 2025)**

CATEGORY	NUMBER OF PRODUCTS	METRIC TONS
<b>Devices</b>		
Refurbished	495	10.56
<b>Spare Parts</b>		
Refurbished	3,206	19.76
<b>TOTAL</b>		<b>30.32</b>

**Product Packaging**

We continually seek improvements in our product packaging to reduce waste and promote recyclability and re-use. For example, since fiscal 2022 we have utilized redesigned packaging for our NexSys PCS devices that cut packaging weight by approximately 50 lbs. and reduced corresponding ocean container space requirements by roughly 50%. Customers also have the ability to reuse this packaging when returning devices for servicing and maintenance.

**Materials of Concern**

We design, develop and deliver our products to meet global regulations that apply to Haemonetics regarding materials of concern. This applies both to our disposable products, where DEHP alternatives are being evaluated, as well as device equipment where we continually evaluate materials that will enhance quality and safety.

**Sterilization**

Many of our products require sterilization prior to distribution and we utilize third party partners to perform this service in accordance with FDA and other regulatory requirements. Haemonetics has established policies and procedures to define the requirements for all sterilization processes it utilizes, including the requirements that:

- All sterilization processes are validated prior to use and revalidated as required;
- Contract sterilizers are evaluated by a supplier evaluation and approval process; and
- Records of the process parameters for sterilization processes used for each sterilization batch are retained and traceable to each product lot.

Sterilization processes that Haemonetics utilizes for applicable products include gamma, e-beam, moist heat and ethylene oxide ("EO"). For Haemonetics products that utilize EO sterilization, we work with our partners to reduce the environmental impacts of EO, which the Environmental Protection Agency regulates as a hazardous air pollutant, including through projects to help reduce the total amount of EO per sterilization batch and regular testing of EO residual level exposure from use of our products. Additionally, Haemonetics has taken steps to evaluate the feasibility of alternative sterilization methods that may have a lesser environmental impact.



# Disclosure Index

Global Reporting Initiative (GRI) Index	37
Sustainability Accounting Standards Board (SASB) Index — Medical Equipment and Supplies	43
Limited Assurance Letter from Apex Companies, LLC	44



# Global Reporting Initiative (GRI) Index

This report is prepared with reference to the GRI Universal Standards 2021 for Haemonetics' fiscal year 2025 ended March 29, 2025, unless otherwise noted.

GRI STANDARD	GRI DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Haemonetics Corporation, a Massachusetts corporation 125 Summer Street, Boston, MA 02110 Haemonetics is a publicly traded company on the New York Stock Exchange under the ticker symbol HAE. <a href="#">"Company Overview"</a> <a href="#">Fiscal 2025 Form 10-K</a>
	2-2 Entities included in the organization's sustainability reporting	<a href="#">"About This Report"</a> <a href="#">Fiscal 2025 Form 10-K</a>
	2-3 Reporting period, frequency and contact point	<a href="#">"About This Report"</a>
	2-4 Restatements of information	<a href="#">"Operational Footprint"</a>
	2-5 External assurance	We engaged Apex Companies, LLC to provide independent verification of our fiscal 2025 Scope 1 and 2 GHG emissions data contained in this report. For more information please see <a href="#">"Limited Assurance Letter from Apex Companies, LLC"</a> on page 44. This report has not otherwise been independently verified.
	2-6 Activities, value chain and other business relationships	<a href="#">"Company Overview"</a> <a href="#">Fiscal 2025 Form 10-K</a>
	2-7 Employees	<a href="#">"Talent Attraction and Retention"</a> <a href="#">Fiscal 2025 Form 10-K</a>
	2-8 Workers who are not employees	Haemonetics does not disclose this information.
	2-9 Governance structure and composition	<a href="#">"Our Board of Directors"</a> <a href="#">2025 Proxy Statement</a>
	2-10 Nomination and selection of the highest governance body	<a href="#">"Our Board of Directors"</a> <a href="#">2025 Proxy Statement</a>
	2-11 Chair of the highest governance body	<a href="#">"Our Board of Directors"</a> <a href="#">2025 Proxy Statement</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">"Corporate Governance and Shareholder Practices"</a> <a href="#">"Our Board of Directors"</a> <a href="#">2025 Proxy Statement</a>

GRI STANDARD	GRI DISCLOSURE	LOCATION
	2-13 Delegation of responsibility for managing impacts	<a href="#">"Our Board of Directors"</a> <a href="#">"Ethics and Compliance"</a> <a href="#">"Talent Attraction and Retention"</a> <a href="#">"Technology and Innovation"</a> <a href="#">"Product Quality and Safety"</a> <a href="#">"Cybersecurity and Data Protection"</a> <a href="#">"Operational Footprint"</a>
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">"Our Board of Directors"</a>
	2-15 Conflicts of interest	<a href="#">Principles of Corporate Governance</a> <a href="#">2025 Proxy Statement</a>
	2-16 Communication of critical concerns	<a href="#">"Corporate Governance and Shareholder Practices"</a> <a href="#">"Our Board of Directors"</a> <a href="#">"Ethics and Compliance"</a> <a href="#">2025 Proxy Statement</a>
	2-17 Collective knowledge of the highest governance body	<a href="#">Principles of Corporate Governance</a>
	2-18 Evaluation of the performance of the highest governance body	<a href="#">2025 Proxy Statement</a> <a href="#">Principles of Corporate Governance</a>
	2-19 Remuneration policies	<a href="#">2025 Proxy Statement</a>
	2-20 Process to determine remuneration	<a href="#">2025 Proxy Statement</a>
	2-21 Annual total compensation ratio	<a href="#">2025 Proxy Statement</a>
	2-22 Statement on sustainable development strategy	<a href="#">"A Message from Our President and Chief Executive Officer"</a>
	2-23 Policy commitments	<a href="#">"Our Board of Directors"</a> <a href="#">"Ethics and Compliance"</a> <a href="#">"Anti-Bribery and Anti-Corruption"</a> <a href="#">"Marketing and Sales Practices"</a> <a href="#">"Human Rights"</a> <a href="#">"Talent Attraction and Retention"</a> <a href="#">"Occupational Health and Safety"</a> <a href="#">"Product Quality and Safety"</a> <a href="#">"Cybersecurity and Data Protection"</a> <a href="#">"Supply Chain Responsibility"</a> <a href="#">"Operational Footprint"</a>

GRI STANDARD	GRI DISCLOSURE	LOCATION
	2-24 Embedding policy commitments	<a href="#">"Our Board of Directors"</a> <a href="#">"Ethics and Compliance"</a> <a href="#">"Anti-Bribery and Anti-Corruption"</a> <a href="#">"Marketing and Sales Practices"</a> <a href="#">"Human Rights"</a> <a href="#">"Talent Attraction and Retention"</a> <a href="#">"Occupational Health and Safety"</a> <a href="#">"Product Quality and Safety"</a> <a href="#">"Cybersecurity and Data Protection"</a> <a href="#">"Supply Chain Responsibility"</a> <a href="#">"Operational Footprint"</a>
	2-25 Processes to remediate negative impacts	<a href="#">"Corporate Governance and Shareholder Practices"</a> <a href="#">"Ethics and Compliance"</a> <a href="#">"Human Rights"</a> <a href="#">"Employee Engagement"</a>
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">"Ethics and Compliance"</a> <a href="#">"Human Rights"</a>
	2-27 Compliance with laws and regulations	<a href="#">Fiscal 2025 Form 10-K</a>
	2-28 Membership associations	<a href="#">"Ethics and Compliance"</a>
	2-29 Approach to stakeholder engagement	<a href="#">"Approach to Corporate Responsibility"</a> <a href="#">"Corporate Governance and Shareholder Practices"</a> <a href="#">"Employee Engagement"</a> <a href="#">2025 Proxy Statement</a>
	2-30 Collective bargaining agreements	Haemonetics complies with global laws regarding freedom of association and collective bargaining agreements, including participating in work councils.
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	<a href="#">"Approach to Corporate Responsibility"</a>
	3-2 List of material topics	<a href="#">"Approach to Corporate Responsibility"</a>
	3-3 Management of material topics	<a href="#">"Growing Our Business Responsibly"</a> <a href="#">"Investing in Our People"</a> <a href="#">"Driving Social Impact"</a> <a href="#">"Reducing Our Environmental Impact"</a>
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	<a href="#">"Anti-Bribery and Anti-Corruption"</a>
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">"Anti-Bribery and Anti-Corruption"</a>

GRI STANDARD	GRI DISCLOSURE	LOCATION																																				
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anticompetitive behavior, anti-trust, and monopoly practices	None																																				
<b>GRI 301: Materials 2016</b>	301-3 Reclaimed products and their packaging materials	<a href="#">"Product Stewardship"</a>																																				
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	<a href="#">"Operational Footprint"</a>																																				
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302-4 Reduction of energy consumption	<a href="#">"Operational Footprint"</a>																																					
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	<a href="#">"Operational Footprint"</a>																																				
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<a href="#">"Operational Footprint"</a>																																				
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305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">"Operational Footprint"</a>																																					
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305-5 Reduction of GHG emissions	<a href="#">"Operational Footprint"</a>																																					

GRI STANDARD	GRI DISCLOSURE	LOCATION																																																													
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	<a href="#">"Product Stewardship"</a>																																																													
	306-2 Management of significant waste-related impacts	<a href="#">"Product Stewardship"</a>																																																													
	306-4 Waste diverted from disposal	<table border="1"> <thead> <tr> <th rowspan="2">CATEGORY</th> <th colspan="2">FISCAL 2022</th> <th colspan="2">FISCAL 2023</th> <th colspan="2">FISCAL 2024</th> <th colspan="2">FISCAL 2025</th> </tr> <tr> <th>NUMBER OF PRODUCTS</th> <th>METRIC TONS</th> </tr> </thead> <tbody> <tr> <td colspan="9"><b>Devices</b></td> </tr> <tr> <td>Refurbished</td> <td>659</td> <td>14.56</td> <td>585</td> <td>13.11</td> <td>662</td> <td>14.77</td> <td>495</td> <td>10.56</td> </tr> <tr> <td colspan="9"><b>Spare Parts</b></td> </tr> <tr> <td>Refurbished</td> <td>3,851</td> <td>14.15</td> <td>4,193</td> <td>23.46</td> <td>3,759</td> <td>23.59</td> <td>3,206</td> <td>19.76</td> </tr> <tr> <td><b>TOTAL</b></td> <td></td> <td><b>28.71</b></td> <td></td> <td><b>36.58</b></td> <td></td> <td><b>38.36</b></td> <td></td> <td><b>30.32</b></td> </tr> </tbody> </table>	CATEGORY	FISCAL 2022		FISCAL 2023		FISCAL 2024		FISCAL 2025		NUMBER OF PRODUCTS	METRIC TONS	<b>Devices</b>									Refurbished	659	14.56	585	13.11	662	14.77	495	10.56	<b>Spare Parts</b>									Refurbished	3,851	14.15	4,193	23.46	3,759	23.59	3,206	19.76	<b>TOTAL</b>		<b>28.71</b>		<b>36.58</b>		<b>38.36</b>							
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<b>GRI 401: Employment 2016</b>	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">"Talent Attraction and Retention"</a> <a href="#">"Employee Well-Being"</a>																																																													
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<a href="#">"Occupational Health and Safety"</a>																																																													
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">"Occupational Health and Safety"</a>																																																													
	403-3 Occupational health services	<a href="#">"Occupational Health and Safety"</a>																																																													
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">"Occupational Health and Safety"</a>																																																													
	403-5 Worker training on occupational health and safety	<a href="#">"Occupational Health and Safety"</a>																																																													
	403-6 Promotion of worker health	<a href="#">"Employee Well-Being"</a>																																																													
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">"Occupational Health and Safety"</a>																																																													
	403-8 Workers covered by an occupational health and safety management system	<a href="#">"Occupational Health and Safety"</a>																																																													
	403-9 Work-related injuries	<a href="#">"Occupational Health and Safety"</a>																																																													
	403-10 Work-related ill health	<a href="#">"Occupational Health and Safety"</a>																																																													

GRI STANDARD	GRI DISCLOSURE	LOCATION
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	<a href="#">"Talent Attraction and Retention"</a>
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">"Talent Attraction and Retention"</a> <a href="#">"Employee Well-Being"</a>
	404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">"Talent Attraction and Retention"</a>
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	<a href="#">"Political Spending"</a>
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	<a href="#">"Product Quality and Safety"</a>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">"Product Quality and Safety"</a> Haemonetics was not subject to any FDA enforcement actions or warning letters in fiscal 2025.
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	<a href="#">"Marketing and Sales Practices"</a>
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	The Company investigates all potential breaches and takes corrective and preventative action in order to ensure customer privacy and data protection and reduce potential risks.

# Sustainability Accounting Standards Board (SASB) Index — Medical Equipment and Supplies

This report is prepared with reference to the SASB standards for Haemonetics' fiscal year 2025 ended March 29, 2025, unless otherwise noted.

SASB CODE	METRIC	RESPONSE
<b>Affordability and Pricing</b>		
HC-MS-240a.1	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer price index	Data unavailable for disclosure
HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	<a href="#">"Product Affordability and Accessibility"</a>
<b>Product Safety</b>		
HC-MS-250a-1	Number of recalls issued, total units recalled	<a href="#">"Product Quality and Safety"</a>
HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	None
HC-MS-250a.3	Number of fatalities related to products as reported in the FDA's Manufacturer and User Facility Device Experience (MAUDE) Database	We report all necessary data as required by the FDA. This information is available <a href="#">here</a> .
HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	None
<b>Ethical Marketing</b>		
HC-MS-270a-1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	None
HC-MS-270a-2	Description of code of ethics governing promotion of off-label use of products	<a href="#">"Marketing and Sales Practices"</a>
<b>Product Design and Lifecycle Management</b>		
HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	<a href="#">"Product Stewardship"</a>
HC-MS-410a.2	Total amount of products accepted for takeback and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	<a href="#">"Product Stewardship"</a> <a href="#">"Global Reporting Initiative (GRI) Index"</a> (see response to GRI 306-4: Waste diverted from disposal)
<b>Supply Chain Management</b>		
HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I supplier's facilities participating in third-party audit programs for manufacturing and product quality	Data unavailable for disclosure
HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	<a href="#">"Supply Chain Responsibility"</a>
HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	See Haemonetics' <a href="#">Conflict Minerals Statement</a> and our most recent <a href="#">Conflict Minerals Report</a> . Haemonetics does not currently disclose its management of risks for other critical materials.
<b>Business Ethics</b>		
HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	None
HC-MS-510a.2	Description of code of ethics governing interactions with healthcare professionals	<a href="#">"Anti-Bribery and Anti-Corruption"</a> <a href="#">"Marketing and Sales Practices"</a>
<b>Activity Metric</b>		
HC-MS-000.A	Number of units sold by product category	Data unavailable for disclosure



**VERIFICATION OPINION DECLARATION  
GREENHOUSE GAS EMISSIONS**

To: The Stakeholders of Haemonetics Corporation

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Haemonetics Corporation (Haemonetics) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Haemonetics. Haemonetics is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing, and extent than in a reasonable level of assurance verification.

**Boundaries of the reporting company GHG emissions covered by the verification:**

- Operational Control
- Worldwide
- Exclusions:
  - Refrigerants and fugitive emissions
  - Facilities that are not under operational control, or that are inactive or divested, are excluded

**Types of GHGs:** CO<sub>2</sub>, N<sub>2</sub>O, & CH<sub>4</sub>

**GHG Emissions Statement:**

- **Scope 1:** 3,101 metric tons of CO<sub>2</sub> equivalent
- **Scope 2 (Location-Based):** 18,195 metric tons of CO<sub>2</sub> equivalent
- **Scope 2 (Market-Based):** 18,376 metric tons of CO<sub>2</sub> equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions statement were generally historical in nature, but were in some cases estimated.

**Global Warming Potential (GWP) and emission factor data sets:**

- GWP: Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR-6)
- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID) (2022 data), 2024
- USEPA Emission Factor Hub, 2024
- International Energy Agency (IEA) Emission Factor Database (2022 data), 2024
- Green-E Residual Mix Emissions Rates (2021 Data), 2023
- Association of Issuing Bodies (AIB) European Residual Mixes, June 4, 2024

**Period covered by GHG emissions verification:**

- April 1, 2024 to March 31, 2025

**Criteria against which verification was conducted:**

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)

**Reference Standard:**

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

**Level of Assurance and Qualifications:**

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators.

**GHG Emissions Verification Methodology:**

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Haemonetics;
- Review of documentary evidence produced by Haemonetics;
- Site visit to Haemonetic's manufacturing location in Clinton, PA; and
- Review of Haemonetics data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by Haemonetics to determine GHG emissions.

**Verification Opinion:**

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2).

It is our opinion that Haemonetics has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.



**Statement of independence, impartiality and competence**

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Haemonetics, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

**Attestation:**



Scott Johnston, Lead Verifier  
ESG Principal Consultant  
Companies, LLC  
Doral, FL



Jessica Jacobs, Technical Reviewer  
ESG Program Manager  
Apex Companies, LLC  
Cincinnati, OH

January 27, 2026

*This verification opinion declaration, including the opinion expressed herein, is provided to Haemonetics Corporation and is solely for the benefit of Haemonetics Corporation in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.*





**HAEMONETICS®**