



The Jackson  
Laboratory

# Sustainability Snapshot



Pollinator-friendly habitat outside the Ellsworth, Maine campus

# About Us

The Bar Harbor, Maine campus, with Champlain Mountain beyond

The Jackson Laboratory (JAX) is an independent, nonprofit biomedical research institution with a National Cancer Institute-designated Cancer Center and nearly 3,000 employees across the United States and around the world. Our mission is to discover precise genomic solutions for disease and empower the global biomedical community in the shared quest to improve human health.

Founded in 1929, JAX applies over nine decades of expertise in genetics to increase understanding of human disease, advancing treatments and cures for cancer, neurological and immune disorders, diabetes, aging and heart disease. Our team models and interprets genomic complexity, integrates

basic research with clinical application, educates current and future scientists, and provides critical data, tools and services to the global biomedical community. JAX is the world's source for more than 13,000 strains of genetically defined mice, is home of the Mouse Genome Informatics, and is a hub for scientific courses, conferences, training and education.

With ever-increasing precision, we identify the genetic and molecular bases of disease and marshal our strengths in genomics and modeling to discover individualized treatments and cures. Our work will make medicine more precise, predictable and personal, improving care, lowering costs and increasing life and health span.

For more information, please visit [www.jax.org](http://www.jax.org).

The information in this document is limited to JAX's operations in the United States. Emission data available in this report reflects best of knowledge summary information from January 1, 2024 to December 31, 2024. Information in this report is sourced from various internal and external sources and may be based on emerging or evolving practices.

Uncertainties, inaccuracies or omissions in data potentially have compounding effects on the accuracy and completeness of resulting information reported herein. Accordingly, JAX makes no representations or warranties as to the quality, completeness, accuracy, or fitness for a particular purpose, and shall not be liable for any use by any party of, for any decision made or action taken by any party in reliance upon, or for any inaccuracies or errors in, or omissions from, such data. This document provides general information regarding many of JAX's policies, procedures, and positions relating to ESG issues. Although this report aims to present the general position of JAX, the policies, procedures, and positions discussed herein may be subject to approved exceptions.

# Green Team

An employee resource group

The JAX Green Team strives to engage employees interested in environmental stewardship through community and campus action. Members champion various projects that protect the local environment and gather for community events focused on sustainability.

The Green Team operates across all JAX campuses and includes a dedicated team of remote employees. This structure ensures that everyone, regardless of work location, can contribute to sustainability efforts, whether they are participating in hands-on projects at JAX facilities or adopting greener practices at home. The examples here represent a sample of Green Team activities in 2024 and 2025.



Take Pride In Acadia Volunteer Day

## Campus and Community Action

Across JAX sites, Green Team members have advanced projects that strengthen local ecosystems and campus sustainability. Highlights include:

- Removing invasive plants to promote native habitat for pollinators.
- Expanding recycling programs with new signage and waste diversion efforts.
- Partnering with the Farmington River Watershed Association and Trout Unlimited to plant more than 500 trees and shrubs, creating a riparian buffer along the Farmington River.
- Organizing an upcycled art show to promote creative reuse and waste reduction.
- Joining Friends of Acadia for an Earth Day roadside cleanup.
- Participating in Take Pride in Acadia Day with the JAX Outdoor Club, where volunteers cleared culverts to protect carriage roads and watershed health.

## Learning and Engagement

The Green Team also connects employees and their families with opportunities to learn about conservation and sustainability. Examples include:

- A Vernal Pool Nature Walk at Birdsacre, led by JAX employees with expertise in ecology and zoology.
- A visit to Green Lake National Fish Hatchery, where employees learned about restoring Atlantic Salmon populations in the Penobscot River.
- Tours of compost, anaerobic digestion, solid waste and recycling facilities offering behind-the-scenes insight into large-scale waste management and recycling operations.

## Building a Culture of Stewardship

From restoring local habitats to reducing waste at home, the Green Team's efforts demonstrate how small, collective actions can make a lasting impact. The activities described here are only a portion of the group's work, but they reflect its broader purpose: to build a culture of stewardship where sustainability is part of daily life at JAX.

# Green Achievement

## The Journey to My Green Lab Certification

The Transgenic Genotyping Services (TGS) Lab in Bar Harbor became the first lab at JAX to complete the My Green Lab Certification process. As a pilot effort, the certification served as an opportunity to evaluate lab-based sustainability practices, identify areas for improvement, and lay the groundwork for broader adoption across JAX. Following a 10-month program grounded in education, behavior change, and Lean process improvements, the lab achieved Green-level certification, the highest level awarded.

My Green Lab Certification is a globally recognized framework for improving sustainability in scientific laboratories. The program assesses lab practices across 12 categories, from plug load and cold storage to purchasing and waste, and emphasizes practical behavior change and continuous improvement. Certification levels range from bronze to green, based on the number of best practices implemented and how consistently those practices are adopted across the team.

The TGS Lab began the certification with a baseline score of 38%. The initial assessment identified opportunities to improve energy management, waste

reduction, purchasing decisions, and lab member awareness. Throughout the program, the team introduced a series of changes that led to a final score of 80%, qualifying the lab for Green-level certification.

A significant portion of the effort focused on education and engagement. Sustainability topics were introduced through weekly stand-up meetings, a lab bulletin board, and section-specific overviews aligned with the certification framework. These conversations surfaced operational areas such as purchasing and waste handling, which had previously been managed by a small number of individuals and were not widely understood by the broader lab team. By making these processes more visible, the certification effort encouraged lab-wide participation, opened discussions about alternative approaches, and identified opportunities to improve efficiency and environmental performance.

Key operational improvements included:

- Comparing frequently purchased products to My Green Lab's ACT label and evaluating options to reduce environmental impact from consumables;

- Expansion of recycling programs to include pipette tip boxes and other hard plastics, following consultation with local waste facilities;
- Implementation of a Lean 5S event, which rehomed 167 unused pieces of equipment and removed 12 idle thermocyclers, reducing energy use and improving workspace efficiency.

Beyond the certification itself, the TGS effort prompted broader organizational learning. Findings from the process led to updates in campus-wide recycling guidance, deeper engagement with local vendors, and new cross-functional collaboration among lab staff, environmental health and safety, procurement, and facilities teams. The tools, training materials, and insights developed through this pilot are now supporting a second certification underway at JAX as part of a phased approach to advancing laboratory sustainability across the organization.



Transgenic Genotyping Services

# Protecting Tomorrow

## Establishing Baseline Emissions Data

JAX's commitment to sustainability is rooted in innovation, responsibility, and data-driven action. Our operations demand continuous care for thousands of mouse models and the dedicated professionals who work beside them. These specialized research environments require significant energy and resources, and we recognize our responsibility to minimize environmental impact while advancing life-saving science. Every decision, from how we heat our facilities to how we manage waste, reflects our focus on long-term environmental stewardship.

This snapshot presents 2024 calendar-year results for Scope 1, Scope 2, and limited upstream Scope 3 emissions across our North American operations. Building on the foundation established in 2023, we continue to enhance the depth and quality of our emissions data.

2024 serves as our benchmark year for Scopes 1 and 2, forming the foundation for future target-setting. In 2025, we strengthened our internal systems to better inventory emissions data across all operations. In 2026, we will expand our Scope 3 reporting to include all upstream and some downstream categories, advancing toward a more complete value chain emissions profile.

While nonprofits, including JAX, cannot formally submit to the Science Based Targets initiative (SBTi), we are developing science-aligned targets to meet this standard and uphold our ongoing commitment to transparency and accountability. These targets will be finalized and announced in 2026.

Stewardship is deeply rooted in JAX. Our Bar Harbor campus, located in the heart of Acadia National Park, has been powered by locally sourced Maine wood pellets since 2011. Last year, more than 70% of the heat used came from this renewable resource, investing in domestic energy production and Maine's local economy. JAX is also the largest employee partner of the local commuter transit system serving Downeast Maine, helping eliminate more than 17,000 single-passenger car trips annually while supporting year-round public transportation in rural communities.

Across our operations, we prioritize waste diversion, composting more than 1,700 metric tons of animal bedding locally to divert from landfills and create beneficial reuse streams. Through Kimberly-Clark's RightCycle program, JAX has been recognized with the Greenovation Award each year since 2019 and has recycled more than 60,000 pounds of laboratory gloves to date. Most laboratory PPE is laundered by a Clean Green TRSA-certified provider, further reducing water, energy, and waste.

In 2024, JAX expanded its environmental commitment with the opening of a new preclinical research facility in Gainesville, Florida. The facility uses energy efficient practices such as LED lighting and adjusting ultra-low temperature freezers from -80°C to -70°C, reducing energy consumption by approximately 30%. The new lab is pursuing My Green Lab Certification (see page 4 for more on JAX's My Green Lab Certification).

At JAX, stewardship and scientific excellence go hand in hand. As we look ahead to 2025 and beyond, our focus remains clear: to broaden and enhance our emissions inventory process, reduce environmental impact through data-driven decision-making, and integrate sustainability into every aspect of our life-saving science.

# Emissions Inventory

Scope 1	Location Based (MTCO <sub>2</sub> e)	Market Based (MTCO <sub>2</sub> e)
Industrial Gasses, Process/Fugitive Emissions	586	95
Mobile Combustion	95	95
Stationary Combustion	30,606	29,066

Scope 2	Location Based (MTCO <sub>2</sub> e)	Market Based (MTCO <sub>2</sub> e)
Purchased Electricity	8,667	8,667

Consumption Data	Usage	Unit of Measure
Mobile Combustion (Scope 1)	10,275	U.S. Gallons
Stationary Combustion (Scope 1)	416,581	MMBTU
Purchased Electricity (Scope 2)	168,765	MMBTU

Scope 3	MTCO <sub>2</sub> e
Category 1: Purchased Goods and Services	21,858
Category 2: Capital Goods	5,838
Category 3: Transmission & Distribution Loss	364
Category 4: Upstream Transportation & Distribution	N/A, see Scope 3 notes
Category 5: Waste generated in operations	2,237
Category 6: Business Travel	12,622
Category 7: Employee Commuting	3,432
Category 8: Upstream Leased Assets	62
Category 9: Downstream Transportation & Distribution	10,781

JAX's emission inventory follows the Greenhouse Gas Protocol principles. MTCO<sub>2</sub>e = Metric Tons Carbon Dioxide equivalent. Reported values reflect activities between January 1, 2024 and December 31, 2024. Reported values represent the best available data at the time of reporting. Where data is unavailable, estimates are applied.

## Notes on Scope 3

**Category 1 and Category 2:** 60% of top annual spend is reported, excluding categories reported elsewhere and non-applicable categories. Additional suppliers' emissions will be reported in future reports as collection methods are developed further.

US Environmentally-Extended Input-Output (USEEIO) emission factors are applied to suppliers based on the primary category of goods, services, or capital expenditures provided. In some instances, a supplier provides a variety of goods and/or services and capital expenditure to JAX. Where relevant, emission data has been separated into Category 1 and Category 2, with reasonable thresholds applied. Data is anticipated to improve in specificity as internal collection methodologies develop.

**Category 4:** Upstream transportation and distribution emission data is excluded due to undeveloped mechanisms to collect and report data. Systems are being developed to report data in future reports.

**Category 5:** Scope excludes specialized recycling programs such as nitrile glove recycling.

**Category 8:** Scope is limited to relevant leased facilities in Portland, ME; Augusta, ME; Alachua, FL; and Sacramento, CA.

**Category 9:** Spend-based method applied.