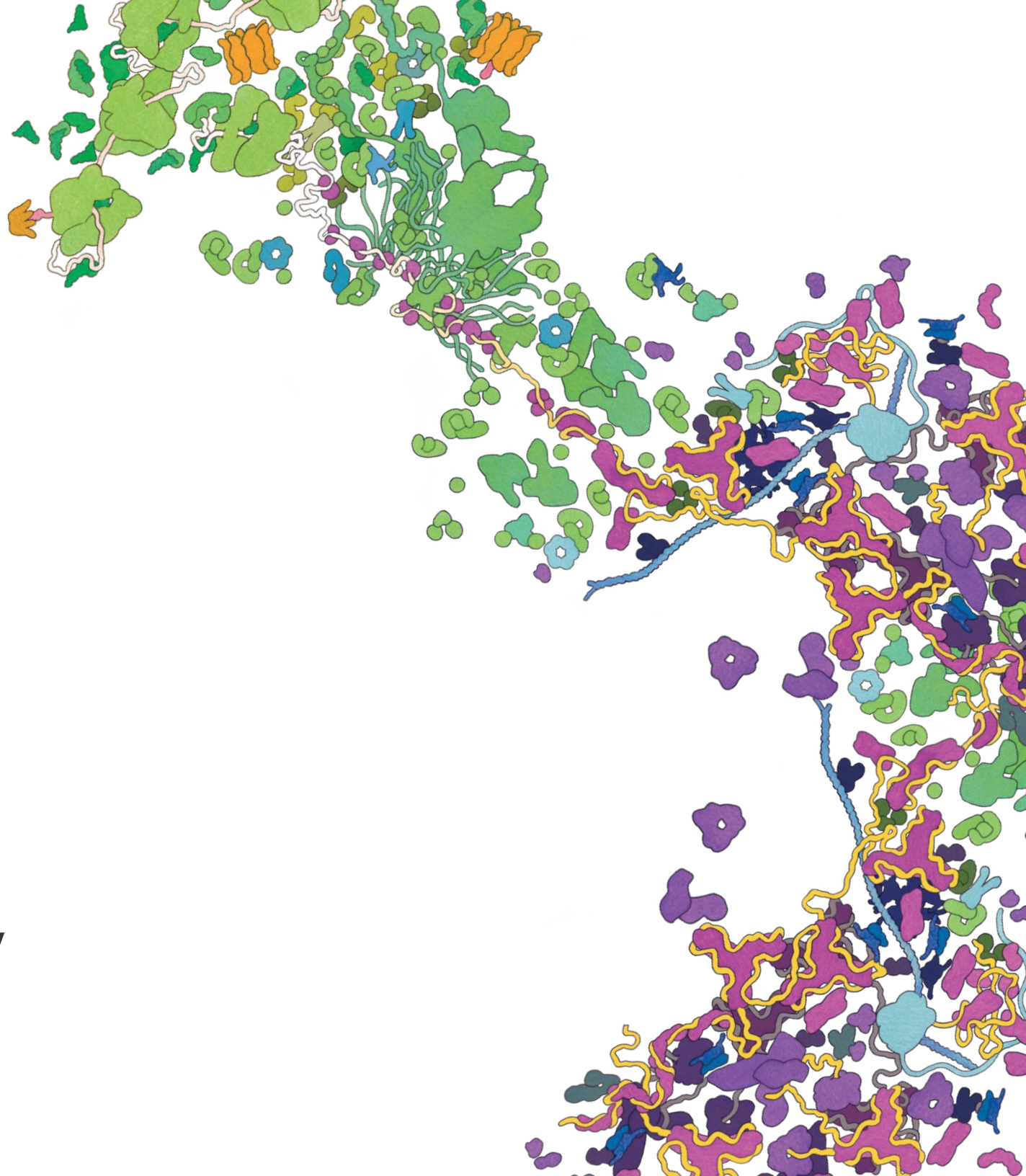

Promega
Discovering
a better world,
together
2024 CORPORATE RESPONSIBILITY REPORT

Promega



Corporate Responsibility Report 2024



Our cover photo features a close-up image of leaves on the Living Wall, a two-story plant installation with over 7,000 living species of tropical plants. The Living Wall can be found inside the southern entrance of the Feynman Center on the Promega Madison campus and is one of many plant features that breathe life into shared spaces. The photograph captures a microcosm of our company's vibrant ecosystem, symbolizing continuous growth and sustainability achieved through collaboration and innovation.



WILLIAM A. LINTON
Chairman and CEO

Letter from the CEO

At Promega, our vision for reaching our centennial in 2078 centers on combining technological innovation with the ingenuity of our workforce. We strive for sustainability and a positive global impact. This includes:

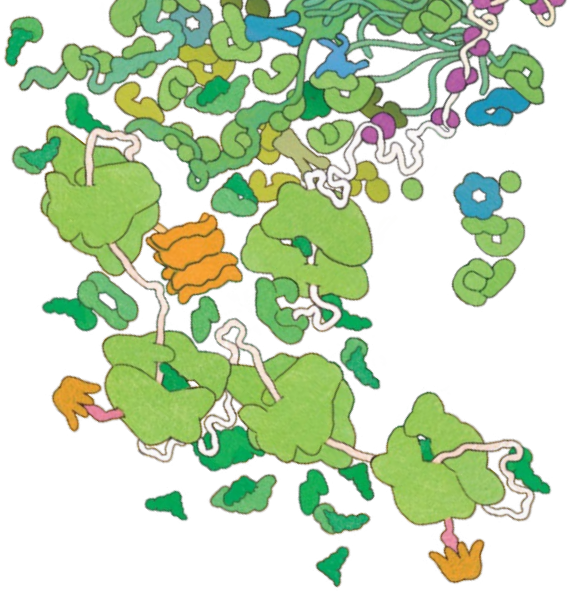
- Empowering our people
- Fostering creativity
- Utilizing advancements like generative AI to reduce our environmental footprint and address climate change challenges

Our success depends on the resilience, innovation and collaboration of our employees. Their capabilities will allow us to navigate the changing world of life sciences. We will promote continuous learning and self-actualization, empowering our team to shape our legacy of sustainability and innovative leadership. We hold ourselves accountable to these principles:

- Ethical integrity
- Customer focus
- Long-term sustainability
- Meaningful contributions to global health

Our strategy values our workforce as much as technological advancements, ensuring the long-term success of Promega.

Thank you for being a part of this journey. Together, we will set the course for a future aligned with our commitment to our planet, our people and the communities we serve, embodying our mission of innovation, sustainability and community engagement.



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Company

Meet Promega and learn more about our approach to business

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Products

Explore the technologies and services we provide to support science

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Sustainability

See the actions we are taking, and the progress we are making, toward a sustainable future

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Employees

Discover our commitment to nurture and empower every employee

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Communities

Learn how we support our communities worldwide

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Additional Indicators

About the Promega Corporate Responsibility Program

Promega has been a member of the UN Global Compact since 2010 and considers the United Nation Sustainable Development Goals (SDGs) in our practices and actions. The following SDGs, indicated by the SDG icons, are the most material for Promega.

Learn more about the UN Sustainable Development Goals at https://sdgs.un.org/goals



Company

As change accelerates, we curiously ask 'What's next?', seeing new shifts as opportunities for growth. Our commitment to exploration and innovation is steadfast, even when the path is unclear. Balancing flexibility with long-term vision, we prioritize our people. This approach helps us meet the evolving needs of science and strengthen relationships with our customers, team, and communities.

Promega provides essential tools and service to life scientists globally, supporting their quest to answer challenging questions and contribute to a better world.

What We Make





Instruments
Instruments, chemistries and personalized support that simplify the process of automating research in the lab.

Reagents
Specific combinations of chemistries that allow customers to carry out laboratory tests in the fields of cell biology; DNA, RNA and protein analysis; drug development; human identification; and molecular diagnostics.

Where Our Products Are Used

Veterinary, Food/Agriculture and Environmental Testing Laboratories
Ensuring environmental, food, water and plant quality, and animal health

Pharmaceutical and Biotechnology Industries
Discovering new drugs to fight disease

Clinical and Molecular Diagnostics Laboratories
Detecting disease and determining therapies

Government and Academic Research Laboratories
Working at the forefront of scientific discovery to understand life and disease

Forensics and Paternity Laboratories
Making human identification in current and cold criminal cases, disasters and other challenging identity cases

Our Story

Founded in 1978 and based in Madison, WI, USA, Promega develops and manufactures high-quality tools for life scientists around the world, enabling them to answer their most challenging questions.

We operate in 16 countries with over 50 global distributors and three global manufacturing sites. More than 2,000 employees worldwide bring their unique talents, perspectives, and passions to the company. Every person contributes to our success.

Our governance includes a Board of Directors and a Corporate Leadership Team, alongside global Branch Managers. These diverse groups bring wide-ranging expertise and unique cultural experience to management decisions.



ABOVE: Global Branch Managers meet annually on the Promega Madison campus, uniting wide-ranging expertise with diverse cultural perspectives.

PROMEGA BY THE NUMBERS: 2023

$672M
Total Revenue (USD)

42K
Square Meters of Manufacturing

142K
Square Meters of Building footprint

473
Active Patents

23
New Products Launched in 2023

16
Global Branches

Over 4,000
Products

2,116
Employees

12%
of Revenue Invested in R&D





Purpose, Vision and Values

Purpose

Promega exists on an evolutionary frontier where the values of science, business and human well-being intersect. Acknowledging these interdependencies, Promega cultivates its environment to allow employees to flourish, develop deep and enduring relationships with customers and all stakeholders and create intelligent life science solutions.

Vision

Our growth is rooted in a vision where success is defined by the meaning we create for people and the relationships we foster, grounded in both value and purpose. Looking toward a dynamic future, Promega is committed to continuous evolution:

- Advancing our life sciences tools to spur discovery and enable innovative, practical applications of cutting-edge technology.
- Deepening our dedication to enhancing human health.
- Cultivating work environments that nurture curiosity, self-awareness and integration with the community.
- Strengthening our role as a dependable resource for the growth and transformation of the people and communities we touch.

At its core, our vision embraces all aspects of life, driving us to recognize and act upon our interdependence.

Values

Promega reflects a set of living values that encompass:

- Advancing science to enhance life globally, contributing significantly to the international community.
- Functioning as a responsive entity, where each part and human contribution is integral to the whole, adeptly navigating the complexities of our time.
- Fostering personal growth through exploration and self-awareness, both internally and externally.
- Embracing the idea that wholeness stems from both work and home. This is achieved by continuous learning, offering our best, assimilating new insights, and nurturing qualities that enable full presence and engagement.
- Valuing and celebrating achievements driven by creativity, willingness to take risks, process enhancements, and innovation.
- Championing adaptability and flexibility in our work environment.

Investing in a Sustainable Future

Having celebrated our 45th anniversary in 2023, Promega is charting its course toward a century in business, measuring progress in twenty-five-year quarters. This long-view approach underpins our enduring commitments to innovation, people, and sustainable practices. Through strategic alignment of our efforts, we not only enhance our scientific impact but also prioritize environmental responsibility and community engagement. Our adaptability and flexibility are key in navigating the complexities of our time as we look forward to the next fifty years and beyond.

Supporting Scientific Discovery

Promega supports scientific discovery with more than 4,000 catalog and custom products and a commitment to expert technical support. In the calendar year 2023, Promega launched 23 new products and had a total revenue of $672 million (USD). Our growing investment in innovative research resulted in 49 patents filed and 28 granted in 2023, bringing our intellectual property library to 473 active patents. The **Products** section of this report expands on how our products benefit human health and advance the scientific community.



In the last year, Promega technologies fulfilled customer needs through:

- First-of-its-kind chemistry that enables forensic labs to get more information out of their most challenging DNA samples (**PowerPlex® 35GY System)**
- Luminescent tools enabling whole-animal imaging to study viral infections, gene therapy and immunotherapies (**Nano-Glo® Fluorofurimazine In Vivo Substrate**)
- Methods for accelerating drug discovery efforts using libraries containing billions of novel compounds **(DNA-Encoded Libraries (DELs) research)**



$1.13B
USD

Economic Impact

Promega business operations generate an annual economic impact of $1.13 billion USD in the state of Wisconsin. Source: "Impacts of Promega Corporation in Wisconsin 2022", prepared by Vandewalle & Associates for Promega Corporation, 2023

Prioritizing Planet, People and Communities

The **Sustainability** section explores our proactive approach to environmental stewardship through sustainable facility designs, efficient product distribution and increased use of renewable energy. A key commitment is our goal to use 100% renewable electricity by 2025. We discuss our strategies for minimizing our products' ecological footprint and our efforts in expanding recycling and enhancing packaging sustainability.

Employees are empowered to explore and evolve their strengths to realize their full potential, championing creativity and innovative thinking within their roles. The **Employees** section of this report delves deeper into how we support every Promega team member, recognizing their unique contributions and potential.

Commitment to community engagement is exemplified by our BioForward Community Service Award recognizing the Promega in Action program. This initiative gives Madison-based employees the opportunity to receive up to 40 hours per year of paid time to work for the charity of their choice. Promega also nurtures young scientific talent globally through support of programs like the iGEM Competition and diverse scholarships. These initiatives and more are detailed in the **Communities** section of this report.

BELOW: Opened in 2019, the Promega UK facility reflects a commitment to environmental stewardship with its ground source heating and submeters for precise energy tracking, designed to not only meet but exceed BREEAM 'Excellent' standards for sustainability and efficiency.



Advancing Diversity

As an international company with offices in 16 global locations, Promega benefits from the unique cultures and experiences of every individual employee. We acknowledge and honor the fundamental value and dignity of all individuals and pledge to creating and maintaining an environment that respects diverse perspectives, traditions, heritages, and lived experiences. Our hiring and promotion teams are focused on increasing the diversity of underrepresented people within the company. The **Employees** section of this report includes more about our growing and evolving efforts to support an inclusive environment that nurtures every person who works at Promega.

The Diversity, Equity & Inclusion (DEI) Team champions Promega DEI values through feedback from diverse voices throughout the organization, actively working to ensure DEI initiatives:

- Empower every individual to own their DEI journey
- Foster an inclusive culture where DEI resources are valued and accessible to all
- Support business objectives
- Promote continuous learning









Recognition: 2024 Best Places to Work

Promega, named a BioSpace 2024 Best Place to Work honoree, ranks among the top 60 U.S. employers in the life sciences industry.

Respecting Human Rights

As a member of the UN Global Compact, Promega follows all regulations regarding employment and has zero tolerance for violations of human rights. We are committed to upholding and advancing the Universal Declaration of Human Rights by developing productive business relationships around the world to continue working cooperatively among different customs and cultures. Our priorities include:

- Protecting children from exploitation
- Protecting all workers from modern slavery
- Paying at least minimum wage
- Maintaining/providing safe working conditions

Promega complies with all local workplace regulations and ensures that our employees and community members are treated with respect and dignity. We hold the same expectations for our suppliers and look to align with organizations that uphold international human rights and labor standards.

Aligning Values for Employees and Suppliers

Promega aims to operate with the greatest of integrity and zero tolerance for corruption or bribery. This commitment to anti-corruption is communicated to all employees in a Code of Conduct and additional training is provided to managers and employees in purchasing or sales departments. Our Supplier Code of Conduct outlines expectations relating to business ethics, labor, health and safety, and environmental responsibility. This document is shared with new and existing suppliers to encourage collaboration in these areas. A focus on sourcing from local suppliers also supports local communities and reduces environmental effects from shipping.

ADDITIONAL RESOURCES

Promega Code of Conduct
Promega values suppliers of goods and services that adhere to the highest social, ethical and environmental standards.

Modern Slavery Act Statement



Products

Promega makes highly specific tools for life scientists around the world working at the forefront of discovery. With more than 4,000 products, customers use our reagents and instruments to help them illuminate the complex secrets of a cell, monitor widespread infectious diseases, and everything in between. Recognizing the value of collaboration in science, we cultivate genuine relationships with our customers to fully understand and support their specific needs as they seek answers to their most complex questions.

Instruments and reagents developed and manufactured by Promega are used by scientists around the world.



Promega in the Real World: Developing Tools for Accessible Cancer Therapies

- Dr. Sabrina Alves dos Reis is developing CAR-T cell immunotherapies for leukemia and lymphoma at the Brazilian National Cancer Institute.
- The Promega qPCR Grant provided her with $15,000 and technical support to implement qPCR into her project.
- The grant allows her to simplify the generation of CAR-T cells and contribute to more cost-effective and accessible cancer therapies.

Explore More

Learn about immunotherapy researcher Dr. Sabrina Alves dos Reis in this Promega Connections blog post

Providing Tools to Support Science

Scientists, analysts and technicians around the world use Promega products to find answers to critical questions. Their work advances the ability to detect and treat disease, ensures food and water safety and purity, and provides important genetic evidence in crimes and disasters.

Government and Academic Research Laboratories

Academic and government researchers work on the front lines of discovery. Promega technologies help researchers explore scientific frontiers, fulfill research programs and successfully publish results. Labs focusing on basic research use Promega tools for nucleic acid isolation and PCR alongside advanced assays for cellular biology, metabolism, 3D cellular structures and organoids, protein manipulation and CRISPR knock-ins for tagging cell lines.

Pharmaceutical and Biotechnology Industries

Pharmaceutical and biotechnology industries are accelerating methods in drug discovery thanks to advanced techniques that get to answers faster. Promega bioluminescent technologies are powerful tools that enable scientists to have a real-time approach to learning. These tools are used in the development of both small molecule drugs and biological medicines.

Clinical and Molecular Diagnostics Laboratories

Clinical research and molecular diagnostics labs are constantly finding new ways to better diagnose and provide treatment. From custom solutions for sample processing to our first FDA-cleared in vitro diagnostic, Promega reagents and instruments are integral to many advances in human health.

Connection Spotlight:

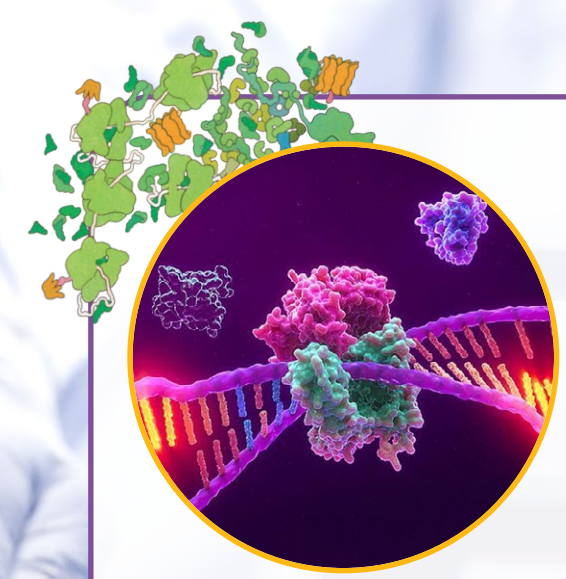
Targeted Protein Degradation Symposium

Academics and industry professionals convened at Promega Madison for the second annual Targeted Protein Degradation Symposium. The event featured insightful talks, a poster session, and networking opportunities, fostering collaboration and connections in the field. Targeted protein degradation, a new drug discovery approach, eliminates problematic proteins from cells using small molecules to leverage cellular degradation processes.



ADDITIONAL RESOURCES

This Promega blog explores how this Promega-sponsored event is building connections to advance the study and application of targeted protein degradation.



Promega in the Real World: Expanding Personalized Healthcare Options

- Promega announced plans to develop and commercialize a microsatellite instability (MSI) companion diagnostic IVD kit with GSK.
- The kit will be used to identify adult cancer patients with MSI-H solid tumors who may be eligible for potential treatment with GSK's Jemperli (dostarlimab-gxly).
- The kit will utilize the Promega five-marker PCR-based MSI panel, which is supported by 225+ independent peer-reviewed publications across 25 different cancer types.

"This collaboration underscores our commitment to enabling patient access to targeted therapies."

–Alok Sharma, Global Clinical Market DIR, Promega

Explore More

This press release explains how MSI status can be used to select the most appropriate and effective therapies for patients.



Promega in the Real World: Safeguarding Healthy Potato Crops

- The Wisconsin Seed Potato Certification Program (WSPCP) helps Wisconsin seed potato growers maintain healthy potato crops by limiting the spread of Potato Virus Y (PVY).
- The WSPCP diagnostic laboratory uses the Maxwell® RSC Instrument to purify nucleic acids from potato samples. The nucleic acids can then be analyzed using polymerase chain reaction (PCR).
- The automated workflow helps the WSPCP team deliver results to potato growers within 48 hours of receiving a sample, helping them make real-time decisions about their seeds and crops.

Explore More

This Promega blog explains how the WSPCP integrated the Maxwell® RSC Instrument into their testing workflow.

Veterinary, Food/Agriculture and Environmental Testing Laboratories

Scientists working in applied fields like environmental, agricultural/food testing and veterinary sciences provide a wide range of checks and balances from testing for contaminant and pathogens to confirming genetic makeup. Promega technologies support these molecular-based methods to solve problems and expedite results for the following types of testing:

- ***Water –*** Microbiological analysis of drinking water and industrial water systems, including wastewater surveillance for SARS-CoV-2 outbreaks
- ***Plants and Food –*** DNA analysis for agricultural research, as well as ensuring that food products are pathogen-free and safe for consumption
- ***Veterinary –*** Infectious disease detection via use of DNA extraction and amplification technologies

"We're making decisions about how we would proceed with a particular seed potato lot, so the sooner we have results, the better."

– Brooke Babler
Wisconsin Seed Potato Certification Program

Forensics and Paternity Laboratories

Labs engaged in the work of DNA-based human identification are obtaining DNA from biological samples to develop investigative leads from crime scenes, help bring closure to the families of loved ones lost, or even help exonerate people wrongly convicted of a crime. Promega offers reagents and instruments that support the work of human identification in forensic and paternity testing labs.

Connection Spotlight:

International Symposium on Human Identification

Promega launched the International Symposium on Human Identification (ISHI) 35 years ago, growing it into the largest annual meeting focusing entirely on DNA forensics. The event draws nearly 1,000 scientists, DNA analysts, law enforcement professionals, and legal and ethical experts from 40+ countries to share the newest advances in DNA technology through interactive workshops, presentations, case studies and scientific poster sessions.

The ISHI Student Ambassador program supports those pursuing a degree in forensic science, giving VIP access to an extensive network of professionals, scientists, and industry leaders.

"It really made me so hopeful for the future of forensic science and how it will continue to improve because of conferences like ISHI."

– Cassie Skrant, Forensic Science student at Towson University & 2023 ISHI Student Ambassador



ADDITIONAL RESOURCES

This article from "The ISHI Report" newsletter takes a look back at ISHI 2023 through the eyes of four ISHI Student Ambassadors.



Promega in the Real World: Providing Critical Evidence for Criminal Investigations

- The New Hampshire State Police was looking to stop outsourcing time-sensitive and complex evidence to out-of-state forensic labs.
- Spectrum CE System allows them to save time and money by analyzing samples from murder and sexual assault cases in the state forensic lab.
- Paired with PowerPlex® STR analysis chemistry, the system is helping to generate more data from mixed and degraded DNA samples, giving investigators more information to work with.

"Any crime victim, even people who are falsely accused – this benefits everybody in New Hampshire."

– Melissa Staples
New Hampshire State Police Forensic Laboratory

Explore More

Watch this WMUR-TV news report about how the Spectrum CE System is helping New Hampshire's state forensic laboratory.



"We are a company that is built on innovation, and R&D is one of the main drivers of that."

– Frank Fan, Head of Biology, Promega

ADDITIONAL RESOURCES

This Promega Connections blog post talks about Promega R&D distinguished scientists and peer-reviewed publications.

Investing in Research and Innovation

Promega consistently delivers reliable tools to address the complex challenges facing life scientists. To stay ahead of the evolving scientific landscape, we drive technological progress in crucial areas, guided by insights from scientific leaders across various disciplines. Our scientists engage in foundational research, broadening their expertise, and collaborate with peers in academia and the industry, often leading to contributions in peer-reviewed journals.

Connection Spotlight:

Fueling Advancements Across Academia and Industry

- Promega scientists regularly pursue basic research to curate new skills and knowledge. This research may be independent or in collaboration with scientists from any field.
- In 2023, Promega scientists published peer-reviewed journal articles on important topics including drug discovery, bioluminescence imaging and vaccine development.
- Many of these papers are published alongside co-authors and collaborators from around the world, including academic and industry partners.

Sample publications from 2023:

- ***Journal of Immunotherapy***
  Novel Cell-based Luciferase Reporter Platform for the Development and Characterization of T-Cell Redirecting Therapies and Vaccine Development.
- ***Cell Chemical Biology***
  DELs enable the development of BRET probes for target engagement studies in cells.
- ***ACS Central Science***
  Kinase-Modulated Bioluminescent Indicators Enable Noninvasive Imaging of Drug Activity in the Brain.
- ***Nature Chemical Biology***
  An optimized bioluminescent substrate for non-invasive imaging in the brain.

Supporting and Servicing Our Products

Our customers have a wide range of unique needs. From invention to delivery, these Promega teams ensure that we meet the highest bar in precision, quality and service.

Medical Affairs – Engages with key scientific leaders and clinicians to provide perspective on medical information, education and support of new product development efforts.

Tailored R&D Solutions – Solves unique customer needs in small molecule and biologics drug discovery by applying creative and collaborative approaches to existing technology.

Scientific Applications – Adapts new and existing products to meet emerging customer needs.

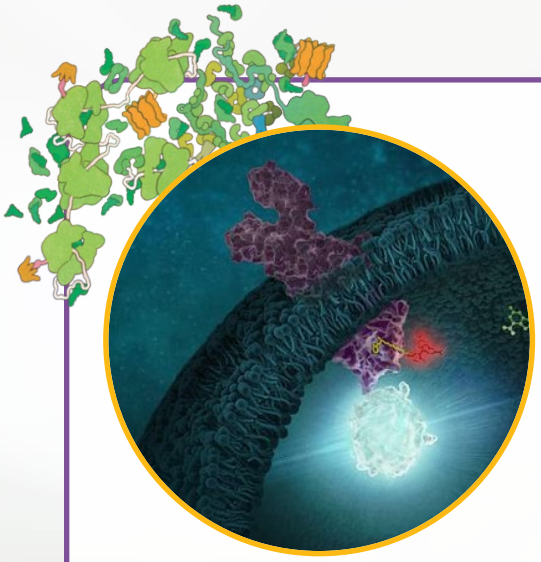
Field Support Services – Provides laboratory support and guidance to facilitate the adoption of Promega technologies, assays and reagents, including high-throughput automation.

Technical Support – Answers questions about all 4,000 Promega products, including selecting and using the right product and understanding results. Technical Services also supports customers using Promega products in conjunction with competitor products.

Instrument Service and Support – Provides on-site troubleshooting and specialized support for all Promega instruments.

Custom Assay Development – Supports customers developing complete custom solutions for biochemical and cell-based assays.





Promega in the Real World: Accelerating Drug Discovery Research with Chemical Probes

- Drug discovery researchers need high-quality chemical probes to help them study how a potential drug molecule binds their target of interest.
- Promega research scientists collaborated with WuXi AppTec to demonstrate methods for developing chemical probes using DNA-encoded libraries – massive banks of billions of molecules for early-stage drug discovery.
- The paper, published in Cell Chemical Biology, creates opportunities for researchers to develop novel NanoBRET™ Target Engagement Assays for understudied classes of proteins.

Explore More

This press release explains how the published methods will rapidly accelerate "hit to lead" efforts in identifying new potential therapeutics.

The Promega Quality Statement

Promega Corporation delivers high quality, safe, and effective products worldwide. Promega continually improves the quality program to provide products that consistently meet the needs of customers and stakeholders.

Prioritizing Quality

Currently, all 16 Promega locations around the world are certified to meet the requirements of ISO 9001, ISO 13485 or both. Promega was also the first major forensic manufacturer to achieve third-party certification of the published ISO 18385 standard, which minimizes the risk of human DNA contamination in products used to collect, store and analyze biological material.

Investing in Leading-Edge Manufacturing

With over 71,500m^2 or 769,000ft^2 of existing and available manufacturing space across the United States, China and Korea, Promega has made dedicated investments in the development and maintenance of state-of-the art, high-quality manufacturing facilities. We take a long-term approach to operations that allows us to anticipate future growth while consistently meeting customer needs and responding quickly to changes in demand. Promega manufacturing is vertically integrated – most of our direct material is produced by in-house operations, which insulates our processes from potential disruption. Our team provides expertise in techniques relevant to life sciences and clinical diagnostic areas, including protein engineering, cell biology and nucleic acid purification and amplification.

67
global distributors

71.5k
Square Meters of manufacturing space

23
new products launched in 2023



Sustainability

Facing a changing climate, the responsibility to adapt can seem overwhelming. Yet, this challenge offers opportunities to ignite creativity, enhance operational efficiency and reinforce our values. With a vision spanning a century, it's natural for our commitment to sustainability to guide us towards a future marked by resilience and enduring environmental stewardship. Our approach includes reducing our carbon footprint, minimizing water usage, and avoiding waste.

Promega India and many other Promega locations support reforestation efforts to sequester carbon and improve air quality.

Our 2030 Vision



All goals are indexed to revenue, over a 2019 baseline

Challenge: Climate Change

The urgency for climate action is more critical than ever. In our efforts to reduce greenhouse gas emissions, we embed sustainability principles across all aspects of our operations, from facility design, energy sourcing and product development.

Through focused action globally, we have decreased our carbon emissions by 38% as indexed to revenue since 2019, putting us on track to meet our 2030 goal to reduce emissions by 50% against the same metric. Our adoption of renewable electricity is a primary driver for this progress, with a goal to source 100% renewable electricity by 2025.

We track and assess emissions from fuel combustion, purchased electricity, business travel and outgoing distribution to enhance our carbon reduction strategies. (See Figure 1). Our efforts continue to evolve as we explore strategies and plan actions to reduce our absolute emissions in alignment with the latest climate science and the Science-Based Targets Initiative. We will share our progress and new commitments in the next year.

Figure 1: **Global Carbon Footprint** *Tons of CO_2 Per Million USD*

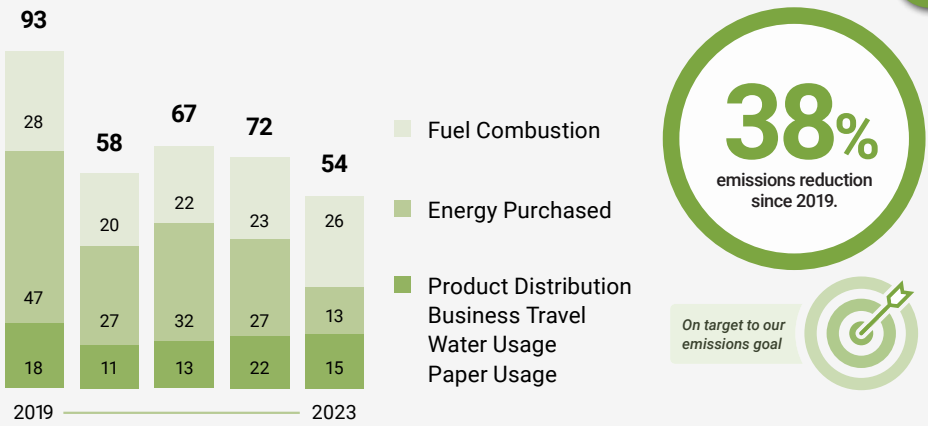


Figure 1: Global carbon footprint as indexed to revenue has reduced by 38% since 2019. Carbon is calculated from fuel combustion (scope 1), purchased electricity (scope 2), and business travel, outgoing distribution, water usage and paper usage (scope 3).

Optimizing Efficiency at Existing Facilities

Our commitment to reducing the environmental impact of our existing facilities has led to significant energy savings. Expansion of a highly efficient central utility plant at our Madison campus cut energy use for chilled water at multiple buildings, including a 50% reduction at our Agora administration building. In 2023, expansions of the Biopharmaceutical Technology Center, Rosalind Franklin Center and Kepler Center incorporated more efficient LED lighting and air handling technologies.

Utilizing ground-source heat pumps, solar water heating, and heat recovery systems have reduced heating needs and natural gas emissions by 7% relative to revenue since 2019, even with significant expansions and new facilities. The Alan Turing Center sets a benchmark by becoming the first building on our Madison campus to operate without natural gas, relying solely on ground-source heat pumps for heating and cooling following recent renovations.

Building More Efficient and Sustainable Facilities

Facilities play a crucial role in operational emissions. To reduce the environmental footprint of our facilities worldwide, every new building follows sustainable design best practices and surpasses the efficiency of those previously constructed. For example, the Kornberg Center on our Madison campus is 65% more energy efficient compared to similar spaces, attributed to the following design elements:

- Double skin façade (enhance insulation)
- Automated windows (provide natural ventilation and daylighting)
- Active slab heating and cooling and ground source heat pumps (optimize efficiency)
- On-site solar array
- Rainwater collection system
- Green roof

The Kornberg Center is

65%

more energy efficient

compared to similar spaces

BELOW: The Kornberg Center is a 283,000 sq. foot (26,291 sq. meter) research and development facility completed in 2021. The building is named after Arthur Kornberg, a Nobel prize winning biochemist, and contains state of the art laboratories that support core product and technology development activities at Promega.



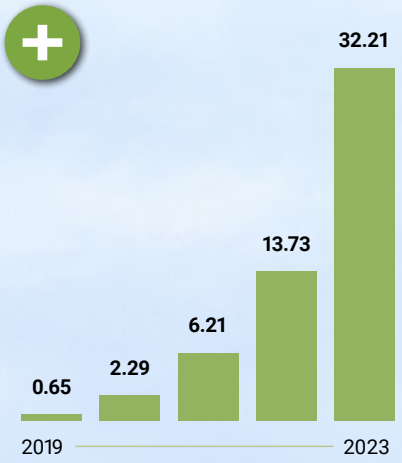


Figure 2: **Renewable Energy Usage**
Millions of kWh

Renewable energy usage has increased nearly ten-fold in the last four years.



LEFT: Promega UK 'Solar Tree Planting' provides shading for vehicles and the 26kW of panels will generate over 26,000 kWh annually.

Expanding Use of Renewable Electricity

Electricity consumption is a primary contributor to operational emissions. Our approach to this challenge includes enhancing energy efficiency and increasing our reliance on renewable energy sources. Last year, we announced our commitment to source 100% of our electricity through renewable sources by 2025. We've already achieved 75% through on-site renewable energy production and global partnerships for renewable energy procurement.

- Our three largest arrays on the Feynman Parking Garage, Feynman Center, and Kornberg Center on our Madison campus total over 1,300 kW and generate roughly 2 million kWh annually.
- Our partnership with Madison Gas & Electric (MGE) to be part of the O'Brien Solar Fields project in Fitchburg, WI provides Promega with 1.25 MW of electricity, enough to supply more than 10% of our current annual electrical consumption.
- Promega operations in France, Germany and the UK leverage innovative solutions to generate renewable electricity on-site.
- Promega facilities in Italy, Spain, Sweden, Switzerland and Brazil further our commitment by purchasing renewable electricity.

Reducing Effects from Product Design and Distribution

Promega prioritizes minimizing the environmental footprint of our products' lifecycle through green chemistry and eco-friendly packaging.

Traditional cold-chain shipping heavily relies on refrigerants and non-recyclable coolers. To reduce the environmental impact of our distribution, we are seeking alternatives for both our new and current products. In 2023, we initiated a strategy to facilitate ambient (room temperature) shipping for new product development. This will enable smaller packaging, thereby reducing the emissions associated with distribution and storage. Every new product is rigorously tested to guarantee its performance and quality meet our high standards.

Our Ship Sustainability Initiative is reassessing our existing cold chain products to increase the number that can be shipped at ambient temperatures. This effort conserves over 12 tons of dry ice annually, prevented 32 metric tons of carbon dioxide emissions, and eliminated use of more than 3,000 Expanded Polystyrene (EPS) coolers each year.

Commitment to
100%
renewable electricity by 2025

Net Zero Emissions from our Helix On-Site Stocking System

Helix, our on-site inventory management system, reduces emissions through consolidated restocking shipments. Promega also purchases carbon credits to offset all greenhouse gas emissions from the Helix program with 600 tons offset in 2023 supporting reforestation efforts like BigCoast Forest Climate Initiative in British Columbia and Gola Rainforest REDD+ in Sierra Leone. Since 2010, the Helix program has offset over 8,500 tons of carbon dioxide. For more information and instructions on how to participate, please visit **www.promega.com/helix**.

Advancing Green Chemistry

The Green Chemistry Team drives the adoption of green chemistry and engineering principles, aiming to create a safer workplace while reducing environmental impacts. For more than five years, this team has promoted green chemistry principles across our operations, from selecting safer solvents in research to improving manufacturing processes to reduce waste, conserve energy, and eliminate workplace hazards.

The team recently piloted the My Green Lab certification, which aims to provide scientists with actionable ways to make meaningful change in key sustainability measures. Recognized by the United Nations global "Race to Zero" campaign, the program promotes energy efficiency, waste reduction and sustainable practices in scientific research spaces. Promega is a long-time sponsor of My Green Lab and has also adopted the ACT Environmental Impact Factor Label for the **pGEM®-T Easy Vector Systems**, providing transparent insights into the environmental footprint of the product through its lifecycle.



ADDITIONAL RESOURCES

Learn more about our Environmentally Preferable Products that use less packaging, fewer hazardous components and generate less waste.



Helix Sustainability Awards

The Promega UK branch awards Helix customers who significantly lower their environmental impact through the Helix Sustainability Awards. Celebrating six years, the awards honor the sustainability achievements of top academic, clinical, and commercial customers. Winners are selected based on the reduction in shipments, packaging, and dry ice usage. In 2023, the Helix Gold Award went to the John Innes Centre, a research and training center in plant and microbial science.

Explore More

Helix On-Site Stocking System



Reforestation and Carbon Sequestration

Conservation is a core value at Promega that informs our approach to facility design, emphasizing the creation of green spaces, whenever possible, for biodiversity and carbon sequestration. This commitment extends to reforestation efforts globally, offsetting our environmental impact:

- Our Madison campus has over 25 acres of restored native prairie and 225 acres of dedicated green space, including our culinary farm Daly Fields, which uses cover crops for soil preservation and carbon sequestration.
- Promega Italia partnered with Tree-Nation to plant over 9,200 trees in Africa, Asia and the Americas. Beyond sequestering 3,000 tons of carbon, the projects help train farmers in environmental management in Senegal, protect biodiversity in Peru and more.
- Promega AG donated 0.5% of sales through Helix to plant trees with the Almighty Tree Association. The Swiss subsidiary, since 2021, planted 900 trees in damaged forest areas in the cantons of Aargau, Neuchâtel and Bern and in 2023 for the first time with the support of its customers. The branch plans to continue the program in the coming years.
- Promega India planted 200 native trees that help restore groundwater with their expansive root system. This work was done in partnership with the NASSCOM Foundation's MyKartavya team.

Transitioning to Electric Vehicles

To reduce greenhouse gas emissions from business travel, all our European sales branches are committed to transitioning to 100% electric vehicle fleets by 2030. Promega AG in Switzerland leads the initiative as the first Promega branch to switch entirely to an electric fleet.

Promega supports the use of electric vehicles among employees by providing charging stations at global locations. The Madison campus has charging points at every employee parking area, totaling 114 stations. Employees in the North America Branch now receive additional incentives for using electric vehicles. Charging stations are available at Promega locations in the Netherlands, Switzerland, France, the United Kingdom, and California.

Additionally, we promote alternative transportation methods worldwide such as public transit, carpooling, and cycling to further reduce environmental impact. Many of our facilities offer amenities for cyclists, including pumps, secure storage and shower facilities.

Challenge: Waste Avoidance

Expanding Recycling

Promega has decreased waste by 7% as indexed to revenue since 2019 by reducing single-use materials and accelerating recycling initiatives. Despite the increase in waste and recycling volumes from the expansion of manufacturing operations and facility growth, a larger portion of our waste is now recycled and diverted from landfills. Initiatives include:

- **Plastic Film Recycling:** The Promega Sustainability Committee's program recycled over 18,000 lbs. (over 8 metric tons) of plastic and facilitated the installation of a baler to expand the program in the future.
- **Educational Initiatives:** 'Lunch and Learn' sessions and materials educate Promega employees on recycling.
- **Nitrile Glove Recycling:** Partnering with Kimberly Clark's RightCycle™ program to divert over 4 tons of nitrile glove and protective garments from landfills.
- **Composting:** Our certified Master Composter processes food and landscaping waste to support the company garden.
- **Global Cleanups:** Employees worldwide participate in trash collection efforts.

Manufacturing processes in the biotech industry can require use of potentially hazardous substances, along with the obligation to minimize waste and ensure its proper disposal. Promega works with certified providers to reuse and recycle this waste safely.

Packaging Sustainability

Our commitment to sustainability drives us to constantly explore new methods to decrease packaging, opt for environmentally friendly materials and design with recycling or reuse in mind. Our initiatives in sustainable packaging include:

- Using sustainably sourced materials for kit packaging, reducing materials and promotes recycling.
- Replacing shrink wrap with tamper-evident seals, saving over 139,000m^2 or 1.5 million ft^2 of plastic.
- Substituting plastic air pillows with recycle paper padding.
- Implementing smaller shipping boxes to minimize packaging waste.
- Introducing self-adhesive shipping boxes, eliminating over 2,800 meters of tape each year.
- Adopting biomass EPS coolers in Europe, reducing fossil fuel dependency.

Promega contributes to worldwide efforts aimed at transitioning towards sustainable packaging, documenting our advancements towards meeting the objectives set by the Australian Packaging Covenant Organization and other regulations globally.

RIGHT: Promega France joined with other companies in Lyon to pick up trash and clean the city.





Challenge: Fresh Water Scarcity

We consistently review and update our strategies to conserve water across manufacturing processes, landscaping, and daily operations. The need for heightened product sensitivity has led to the adoption of more water intensive purification systems at numerous manufacturing locations, which has contributed to a 19% increase in water consumption as indexed to revenue over 2019 levels. Our water conservation efforts include:

- Reusing wastewater generated from water purification systems on the Madison campus, saving over 1 million gallons (3.7 million liters) annually.
- Utilizing rainwater collection at the Kornberg Center for process needs or flushing toilets.
- Implementing rain gardens for water conservation and natural filtration.
- Reducing distilled water use by 50% at Promega Biosciences in San Luis Obispo, CA through a custom recirculating system, even with significant increases in headcount and manufacturing levels.

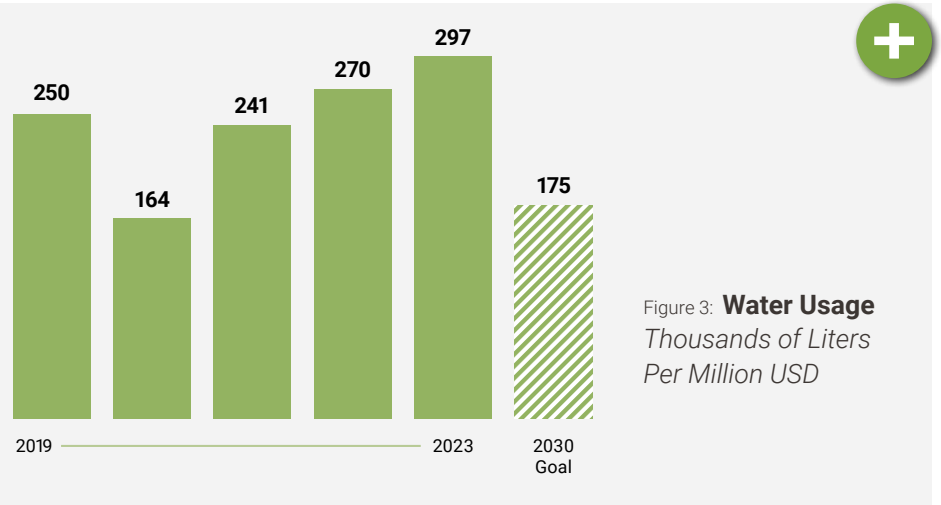


Figure 3: **Water Usage**
Thousands of Liters Per Million USD

LEFT: Rainwater collected at the Kornberg Center is filtered, treated, and distributed throughout the building for flushing toilets or used as make-up water for cooling towers.



Employees

Promega values the unique talents and diverse perspectives of each employee. Our commitment to collaboration and human potential fuels discovery in life sciences and fosters personal growth. Embracing emotional and social intelligence (ESI) principles, we cultivate inclusive and resilient relationships, especially during times of change. Our culture actively supports work-life balance, providing employees with tools for effective balance.

Employees gathered for a group photo in Kornberg Center on the Promega Madison campus.



Recognition: Top Workplace

Promega has been recognized with multiple employer awards, including being named a BioSpace 2024 Best Place to Work and receiving Top Workplaces USA and Regional (Madison, WI) awards in 2022 and 2023.





Nurturing an Environment for Self-Actualization

Promega fosters opportunity and space where employees can fully realize their personal and professional potential. We champion creativity and innovative thinking, supporting individuals in leveraging their own strengths and contributions within their roles. Recognizing the unique differences of each employee, our global locations offer tailored support. Above all, we believe that every one of our employees has the potential to make a meaningful difference, and we are constantly proven right.

The Promega Culture

Our cultural DNA, built on key values, lays the groundwork for all our operations. These values are:

1. Celebrating each employee's contributions to foster creativity, self-discovery, and individual growth.
2. Understanding that individual growth fuels organizational potential and vice versa.
3. Promoting balance and flexibility to support overall employee well-being.
4. Prioritizing our collective goal of advancing life science research and discoveries.

Cultivating Emotional and Social Intelligence (ESI)

Promega embraces the principles of emotional and social intelligence (ESI) to foster a supportive and dynamic work environment. ESI gives employees tools to manage their own internal responses, moods, and states of mind more effectively, resulting in stronger relationships, improved conflict resolution, reduced stress and enhanced connections.

The Promega ESI program includes one-to-one and group coaching, guided meditations, formal training such as an immersive ESI bootcamp and company-wide initiatives. Many branch offices also host ESI training and support for their teams.

Our ESI Core Principles provide a shared language through which employees can connect with their emotions in response to challenges. These principles are:

- Check in with yourself
- Listen with empathy
- Enhance self-esteem
- Look for the good, with discernment
- Encourage diverse perspectives
- Use courage and compassion to say what needs to be said

"Very few of us end up living the life we want by accident. The cornerstones of our home, just as the pillars of the life we want to live, take an intentionality and a lifetime of honing our tools."

– Malynn Utzinger
Director of Integrative Practices

BELOW: The Promega Shanghai team enjoyed a 2023 ESI-themed teambuilding outing in Hongcun Village, Anhui Province, China, known for its ancient Huizhou-style architecture and picturesque scenery.





Honoring Employee Diversity

- **Cinco De Mayo** - The LatinX and Indigenous Peoples ERG sponsored a cultural celebration for Promega employees.
- **Asian American, Native Hawaiian, and Pacific Islander Heritage Month** - In recognition of this month, the AAPI ERG hosted Wisconsin State Representative Francesca Hong, the first and only Asian American representative in the Wisconsin State Legislature.
- **Pride Month** - The Promega Custom Team commemorated the first day of Pride Month.
- **Diwali** - Promega India, Promega Madison, and several other branches, celebrated Diwali, the festival of lights.

Valuing Diversity and Inclusivity

Our continued and evolving focus on diversity and inclusion is aimed at fostering a workplace that respects and accommodates various perspectives, traditions, heritages and lived experiences. This priority influences hiring, employee support and community engagement, as illustrated throughout this report.

Some examples include:

- Broadening employee benefits for diverse life events and experiences
- Incorporating more inclusive language in our Employee Resource Guide and Standard Operating Procedures (SOPs)
- Establishing all gender restrooms in Promega Madison buildings
- Offering self-guided courses on accessibility
- Integrating DEI-related questions into climate surveys and performance conversations
- Introducing culture add training sessions for hiring managers to enhance recruitment and onboarding
- Providing a variety of diversity and inclusion training opportunities
- Amplifying and celebrating diverse voices and perspectives

The Diversity, Equity, and Inclusion (DEI) Team is made up of employees ranging from senior leadership to individual contributors working together to advance the company's DEI program. Developed out of a call from employees for a safe space to discuss and learn about DEI-related topics, the group offers a place for questions and ideas, as well as a centralized way to prioritize, act on and report DEI initiatives to better support all employees.

Employee Resource Groups (ERGs) are self-directed, employee-driven groups that focus on growing DEI knowledge within themselves, their teams, and the greater company culture to support the whole of Promega as a Community of Belonging. Promega ERGs form and evolve in response to employee needs.

Examples include:

- Advocacy
- Asian American and Pacific Islander Support (AAPI)
- Health Equity & People with Disabilities
- Latinx and Indigenous Peoples
- MegaPride

"Drawing on the lessons of the past and looking ahead with optimism, we approach each day as a new opportunity to thoughtfully weave inclusion into the very core of our organization."

– Clara Tavarez
Diversity & Inclusion Partner

Prioritizing Employee Health & Well-Being

Responsibilities of work and home flow in and out of every employee's day. Promega benefits and services aim to harmonize these two worlds and promote the general well-being of our people.

Holistic Approach to Benefits

Promega regularly surveys and evaluates employee needs to develop benefits that support overall well-being in every facet of life. Employees around the world are offered comprehensive packages based on country standards, including medical, dental and vision coverage, competitive 401(k) plans, flexible spending accounts for healthcare and short- and long-term disability insurance. Additionally, benefits offered in specific countries aim to support employees dealing with specific life challenges and events.

- **Family Forming Services:** Promega began a partnership with Carrot to administer a new family-forming benefit including enhanced fertility services, infertility guidance, adoption coaching, gestational carrier resources and low-T support.
- **Caregiver Leave:** US employees are eligible for 240 hours of paid time annually to care for aging parents, ill spouses or domestic partners, children with medical needs, or to bond with a newborn or newly adopted child without sacrificing their own paid sick leave or vacation.
- **Student Loan Acceleration:** US employees with student debt can apply to receive an additional $100/month from Promega to accelerate their repayment.
- **Expanded medical plan:** Promega expanded the definition of "medically necessary" in our medical plan for US employees to include services for transgender individuals that were previously excluded as cosmetic in nature. The medical plan has also expanded to support individuals requiring therapy for an Autism spectrum diagnosis and/or developmental delays.





Promega 5K Fun Run/Walk

The Promega Wellness Center hosts an annual Virtual 5K Fun Run/Walk, inviting all employees globally to complete a 3.1-mile route of their choice over a two-week period. Participants are encouraged to share photos or videos on the company's social network and receive a custom-designed t-shirt. Additionally, a Couch-to-5K program is available for beginners, preparing them for the event.

BELOW: An employee takes the spirit of the annual Promega Fun Run to new heights, donning the event's t-shirt while exploring the majestic volcano Orono and the ancient Moai statues of Rapa Nui, Easter Island.

Ensuring Safe Work Environments

Environmental Health and Safety programs are dedicated to establishing, maintaining and improving safe work conditions for employees and the surrounding communities. Recent system upgrades have streamlined the reporting of near-misses in labs and manufacturing areas, allowing for more proactive risk management.

Supporting Good Health

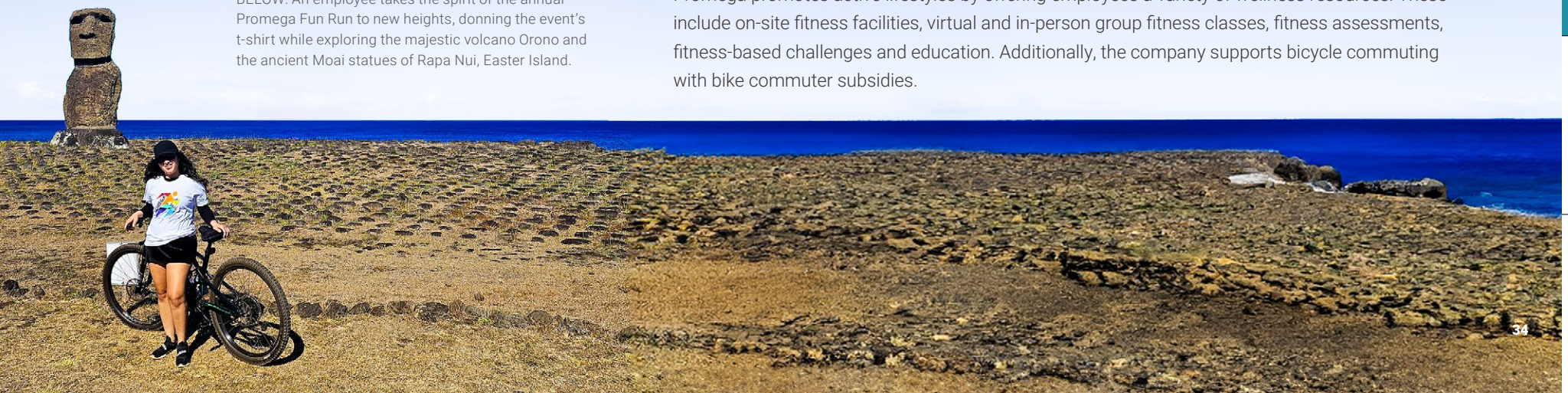
Globally, our branches offer resources to support the health and well-being of all employees. The Wellness Center on our Madison, WI campus provides health consultations and counseling for employees and their spouses/partners, supported by Promega CLIA-certified and phlebotomy labs.

The Wellness Center on the Promega Madison campus offers:

- Routine blood draws
- Travel and routine immunizations
- General health consultations
- Physical examinations
- Physical therapy
- Mental health consultations & counseling
- Nutrition counseling
- Ergonomics consultations
- Home sleep studies
- Diagnostic testing

Encouraging Active Lifestyles

Promega promotes active lifestyles by offering employees a variety of wellness resources. These include on-site fitness facilities, virtual and in-person group fitness classes, fitness assessments, fitness-based challenges and education. Additionally, the company supports bicycle commuting with bike commuter subsidies.



Eating Well, Living Well

Promega Madison enhances employee wellness with options for nutritious, sustainably sourced meals. Our on-site culinary garden Daly Fields, named after biochemist Marie Maynard Daly, produces thousands of pounds of fresh, organic produce each year, including a variety of vegetables and fruits like tomatoes, onions, peppers, raspberries, okra, cabbage, fennel, and kale. This bounty is featured in the diverse menus of our cafeterias and also in the weekly take-home meals available to employees prepared by Promega Culinary.

More than just a source of fresh ingredients, Daly Fields represents our commitment to sustainability and ecosystem support, cultivated by our Master Gardener and Master Composter. In our approach, we emphasize harmony with local wildlife, avoiding the use of fences or repellents.



"I don't see it necessarily as growing plants or growing food, but rather growing the soil. A healthy soil will develop healthy plants that do not necessarily need chemicals or pesticides to be successful."

– Mike Daugherty
Agriculture Operations Specialist



Fostering Growth and Development

Promega takes a relational approach to employee development, emphasizing a series of conversations that highlight strengths and foster growth aligned with employee interests. Moving away from traditional manager-driven reviews, we initiate development from the employee's perspective. This shift enables personalized development plans, tailored growth objectives, and listening sessions to understand our talent's needs and keep them with Promega.

Leadership Training and Employee Development

We provide all employees with access to a range of development services, including talent management, personality and leadership assessments, coaching and consulting. Our diverse course offerings cater to both managers and all team members, featuring programs like Coaching for Leaders, DiSC personal assessment, Transformational Leadership, Leadership Conversations, Influence Without Authority, and Conflict Management. Additionally, managers receive training in our recruitment philosophy, focusing on best practices and our commitment to Diversity, Equity, and Inclusion in hiring.

English Classes for Employees

To foster better communication within the company and with customers, our branches in Korea, Japan, and Germany offer English language classes to employees. This initiative not only enhances internal communication but also improves our global outreach and customer interactions.

Scientific Training

Our Scientific Training team designs, develops, and delivers comprehensive product and sales training to Promega employees, ensuring they are equipped with the latest scientific knowledge and skills.

Nourishing Connection

Since our founding 45 years ago, Promega has valued the positive power of connection and relationship. Here are just a few of the many ways Promega teams around the world found moments for celebration and togetherness in the last year:

- Promega BioSystems Korea celebrated the branch's 17th anniversary with a team trip to Gangwon-do in northeast South Korea.
- Promega France team members held a plant cutting workshop.
- Promega Madison runners supported one another for the annual Lake Monona 20K & 5K run.
- Promega Italy celebrated the branch's 25th anniversary with a group outing to Matera in south Italy.
- Promega Beijing's teambuilding outing included a collaborative mural to celebrate Promega's 45th anniversary.
- The IVD Production team in Madison enjoyed a summer afternoon cruising on one of the Madison area's lakes.
- Promega Japan PKK staff joined in a Tai Chi session for beginners.
- The Promega Germany Digital Marketing Team enjoyed an outing in historic Halle in central Germany.





EXPLORE MORE



This blog post explains how Promega employee band, Major Groove, serves as an outlet for creative expression.



This article explores the innovative, sustainable Promega facility in Waldorf, Germany.

"The aspect of well-being and creative collaboration is very important to us at Promega. This is also noticeable in the room design. We want our employees to be able to feel the times of day and season through natural light. We use elements such as glass and wood and allow a view of nature. The teams are encouraged to also use the outdoor areas. Be it for a short break, to work or for a jog in between."

– Anette Leue
Head of Digital Marketing & Communications, Promega GmbH

Encouraging Creative Expression

Art, in its ability to expand the boundaries of imagination and challenge conventional thinking, serves as a powerful source of inspiration, fostering innovation and creative problem solving. Promega supports employee creativity through various initiatives, including:

- The annual Employee Art Showcase highlights artwork by Promega employees from around the world. Employees and their families submit paintings, sculptures, photographs and other creative works to be displayed in the BioPharmaceutical Technology Center on the Promega Madison campus.
- To celebrate the company's 45th anniversary in 2023, Promega employees globally folded origami cubes that were collected in a custom-made vessel and displayed in Madison.
- The exhibition "Art from Us for Everyone" in the atrium of the Promega GmbH offices began with paintings by one German employee and the branch is accepting art submissions from staff throughout the company.
- The LatinX and Indigenous Peoples Employee Resource Group invited Madison, WI artist Rodrigo Carapia to lead an employee painting event.
- The Promega Madison employee band, Major Groove, comprises over 50 musicians who take turns playing at company meetings, picnics, art shows and more.

Creating Workspaces to Inspire

Our commitment to innovation and employee self-actualization is reflected in our creatively-designed workspaces, encouraging new ways of thinking. These spaces, whether laboratories, manufacturing areas, offices or outdoor spaces, aim to instill a sense of belonging, curiosity, and inspiration. They feature a nature-inspired design aesthetic, fostering a connection with our environment. Key aspects of our workspaces include:

- Innovative architectural elements and natural lighting for an uplifting atmosphere.
- Comfortable furnishings, greenery, and designs that mimic the outdoors, enhancing the work environment.
- Incorporation of original art and cultural elements, enriching our spaces with diversity.
- "Third spaces" designed to boost creativity and connection among colleagues.
- Versatile workstations catering to various work styles, including ergonomic setups for hybrid workers at home.

This approach not only makes our workspaces aesthetically pleasing but also functionally enriching, supporting the diverse needs and well-being of our teams.



Communities

Dedicated to enriching lives and communities worldwide, Promega focuses our philanthropic efforts in the areas of science, education and creativity. We nurture young scientists, collaborate with key philanthropic organizations, foster innovative research and promote artistic endeavors. Initiatives range from educational programs that spark scientific curiosity to supporting diverse local and global community needs, reinforcing our commitment to meaningful impact.

Promega Singapore hosted a Forensic DNA workshop to provide master's students from the National University of Singapore with hands-on experience in DNA testing and purification.



EXPLORE MORE

Scholarship recipients listen to presentations at D.O.O.R.S. Scholars Day.

Check out this blog to learn more about their experiences.

"Promega showed me today that although we're all scientists, your humanity is just as important, and it's important to find a balance between hard science and being human."

– Chris Provido
Bowie State University student and D.O.O.R.S. Scholar

Supporting Young Scientists Globally

Understanding the transformative power of science, we are committed to initiatives that nurture and inspire young scientists to change the world for the better.

Scholarships & Awards

Diversification of Our Research Scientists (D.O.O.R.S.) Scholarship: Presented by the BioPharmaceutical Technology Center Institute in partnership with Promega, this scholarship recognizes and empowers underrepresented students who demonstrate a strong interest in pursuing a career in a biotechnology-related field. In 2023, scholarships were awarded to 10 students from 10 different universities. Additionally, six 2022 recipients visited Promega Madison to present their research, meet scientists and tour Kornberg Center, the research & development facility at Promega.

Promega International Scientific Internship Scholarship: This award supports undergraduate University of Wisconsin—Madison students pursuing international internships focused on improving global quality of life. Students from all science fields are eligible with preference given to students applying molecular biology techniques to better the world. In 2023, scholarship recipients contributed to neurophysiology research in Iceland, supported public health initiatives in Guatemala and Colombia, and blended art and physics in Costa Rica.

International Genetically Engineered Machines (iGEM) Competition: This annual global competition for high school, undergraduate and graduate students encourages education, collaboration and the advancement of synthetic biology. In 2023, 10 global teams received $2,500 in free Promega products. Additionally, many branch offices and distributors supported iGEM teams with products and technical support. Promega-sponsored teams ranked in the top 10 at the 2023 iGEM Grand Jamboree.

Promega Branch Young Researcher Awards: Several Promega branches, including France, Germany and Brazil, recognize and celebrate early-career scientists through awards. Recipients are invited to travel to branch offices or Promega Madison to tour the facilities, meet with R&D scientists and present their research. In 2023, winners of the France Young Researcher Award visited the Lyon, France office. In 2024, winners from France and Germany will visit Promega Madison.

Career Development

Student Ambassadors: Promega UK's Student Ambassador program engages students in promoting the Promega brand through social media and campus activities, while offering them industry experience and networking opportunities.

Beyond Academia: A partnership between Promega Biotech Ibérica and the Universidad Autónoma de Madrid (UAM) helps graduate students in UAM's Cellular Dynamics and Biomolecules master's degree program discover opportunities for careers outside of academics.

Hands-On Experiences: Promega Singapore conducted a Forensic DNA Workshop for forensic science master's students from the National University of Singapore. The event offered practical experience in DNA testing and purification, enhancing understanding of real-world forensic science challenges.

Advancing Women in STEM: Promega Biotech Ibérica collaborated with Asebio, a Spanish biotech organization, on an initiative to connect women in STEM with young women studying biotechnology.

Professional Development: Employees from Promega Singapore shared insights on career development and workplace diversity with students at Nanyang Technological University Singapore School of Biological Sciences.

Leadership Training: Promega Italy hosts annual leadership trainings facilitated by the Promega Human Resources Team. Seventeen scientists attended the 2023 event.

Early Career Engagement: Promega GmbH participated in the Waldorf Night of Apprenticeships that showcased the work of Promega and connected with students about potential job opportunities.



RIGHT: Promega UK 2023 Student Ambassadors.



PARTNER SPOTLIGHT:

BioPharmaceutical Technology Center Institute

BTC Institute is a not-for-profit organization that shares the BioPharmaceutical Technology Center (BTC) facility with Promega and provides educational, scientific and cultural opportunities for a wide range of learners. Promega is its primary corporate sponsor. Since its founding in 1993, BTC Institute has served more than 100,000 students from upper elementary to college and graduate school, as well as teachers and career scientists from academia and industry. BTC Institute hosts various educational events aimed at bringing together multidisciplinary experts and engaged members of the community. The organization also oversees Bell Burnell Observatory, a recently restored historic facility located on the Promega Madison campus, that offers stargazers of all ages a unique opportunity to get hands-on experience with modern observational tools.

Learn more at BTCI.org

Educational Outreach

High School Engagement: Promega Biotech Ibérica in Spain collaborated with the sports organization Fundal to organize conferences for high school students to learn about biotechnology. Promega Australia supported a high school's BioBarcode Club by providing reagents for DNA barcoding, enabling students to identify and monitor Australian flora and fauna.

Teacher Assistance: Instructors who teach courses using DNA, RNA, protein or cell-based techniques at the high school, undergraduate and graduate levels are eligible to receive up to $2,000 in Promega products to supplement their classes through the Promega Training Support Program.

Science in the Community: Promega is a sponsor of the annual Wisconsin Science Festival. The statewide event connects people of all ages with science, technology, engineering, art and math.



Advancing Cutting-Edge Research

By supporting innovative projects and collaborating with key research institutions, we contribute to advancements in scientific research and biotechnology, aiming to positively impact both the environment and society.

Innovation Initiatives: To recognize the tenth anniversary of the Promega Innovation Award, Promega Beijing launched the Promega Innovation Fund in collaboration with the Chinese Society for Cell Biology. This fund supports an annual award for outstanding cell biology researchers. The 2023 winners are Dr. Xing Chen from Peking University and Dr. Liang Ge from Tsinghua University.

Global Biotech Incubator Assistance: Promega currently supports more than 40 biotechnology startup incubators around the world with financial contributions, expertise, and instrument donations. These incubators host new companies addressing challenges from sustainable food production to novel therapeutic development.

Marine Biological Laboratory Support: MBL is a nonprofit institution dedicated to scientific discovery – exploring fundamental biology, understanding biodiversity and the environment, and informing the human condition through research and education. Promega financially supports discovery-based and research programs at MBL, and Promega scientists travel to MBL each year to assist students during summer courses.

Revive & Restore Contribution: The nonprofit Revive & Restore identifies and develops advanced techniques for genetic rescue and brings new biotechnology tools to conservation work benefiting endangered species and threatened ecosystems. 2023 marked the fifth anniversary of the Catalyst Science Fund, which was launched with a $3 million pledge from Promega. The fund has supported projects aimed at cloning a black footed ferret, analyzing the population genetics of isolated elephant herds, and much more.





Promega in the Real World: Accelerating Amphibian Research at the Marine Biological Laboratory

- When Trinity College Assistant Professor Sally Seraphin adopted two species of neotropical frogs as her new model organisms, she needed guidance on implementing molecular biology techniques with her unique samples.
- During a fellowship at the Marine Biological Laboratory (MBL) in Woods Hole, MA, Sally collaborated with Promega Applications Scientists to develop protocols for purifying RNA from red-eyed tree frog samples.
- Promega Applications Scientists have provided hands-on, in-lab support to researchers at MBL each summer for the past 10 years.

Explore More

Check out this Promega blog to take a deeper dive into how Promega supports scientists at MBL.



Supporting Global Communities

Our employees seek to better the world using their unique skills and talents, and in ways that bring specific meaning to their lives.

Promega in Action: This initiative gives Madison-based employees the opportunity to receive up to 40 hours of paid time off to volunteer for a not-for-profit organization of their choice. This program has enabled more than 250 employees to volunteer at 75 different organizations around the world, from local food pantries to international programs for vulnerable children.

Employee Giving and Volunteerism: Promega Madison employees use the YourCause platform for donation matching. In 2023, donations reached over $300,000, including corporate matching from Promega. Additionally, through the Dollars for Doers program, employees can earn $125 for their chosen charity for every 10 hours of volunteer work. In 2023, employees logged 1,385 volunteer hours and redeemed $7,375 in donation vouchers for various charities.

Team-Based Community Contributions: Several Promega teams combine opportunities to give back with teambuilding activities. Some examples include:

- Promega France joining with other companies in Lyon to pick up trash and clean the city.
- Protein Purification and Fermentation groups collecting food and personal hygiene products for Green Cares food pantry and volunteering at Second Harvest Food Bank.
- IVD Operations Team organizing a bake sale to benefit animal rescue, Shelter from the Storm.
- Several Promega teams volunteering at Lacy Garden, which grows produce for a local food pantry.
- Promega GmbH collecting food for food banks in the German cities of Waldorf and Wiesloch.
- Cell Manufacturing working at a Free Bikes for Kids event.

LEFT: The Madison IVD Operations Team held a bake sale to support a local animal rescue organization.

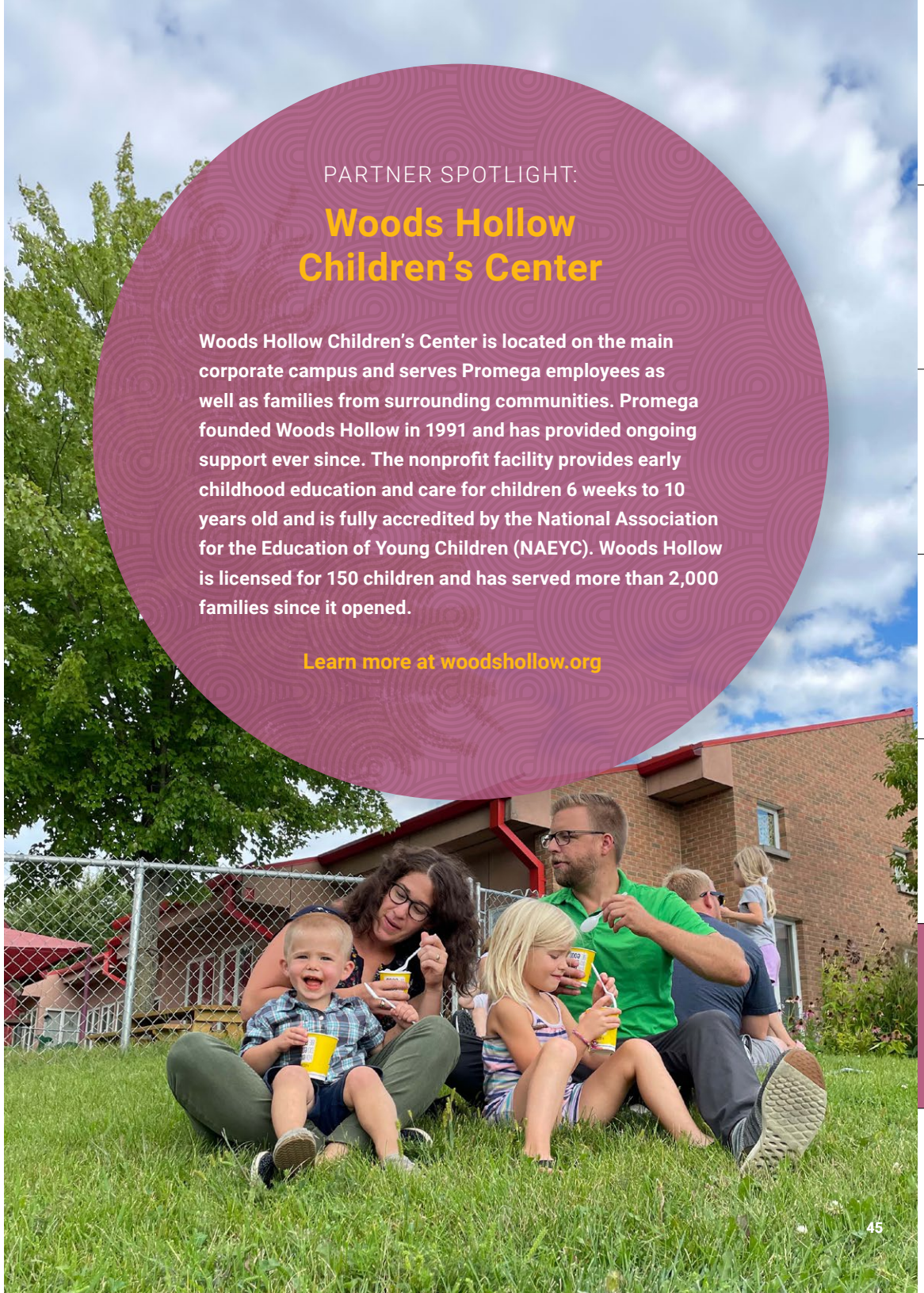
Community Action Team (CAT) Initiatives: The employee-lead team in San Luis Obispo, CA, supports local causes with events throughout the year including Friends of 40 Prado, a homeless support organization, and Community Partnership for Youth, a prevention program providing positive activities for young people. Full-time employees may also use four hours of paid time each month toward volunteer activities and have donations matched by Promega.

Global Health and Education Campaigns

France: Participating in the "Courir Pour Elles" race to support programs aimed at preventing cancers that affect women.

India: Leading a Breast and Lung Cancer Screening campaign at Delhi NCR to promote early screening and diagnosis of breast and lung cancer. More than 200 people were screened during this campaign. The branch also provided merit-based scholarships to underprivileged girls whose parents were not able to afford higher education.

Shanghai: Promoting literacy and access to books through the Hiking for Charity event that raised funds for book corners for children in remote mountain areas. The team also donated computers, books and a scientific innovation center to a primary school.

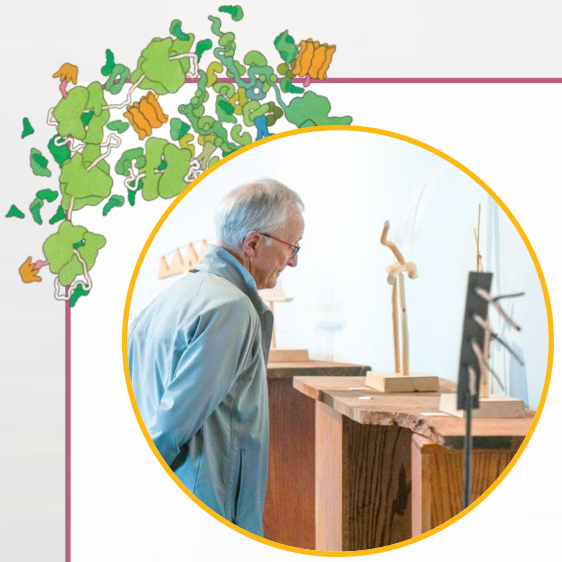


PARTNER SPOTLIGHT:

Woods Hollow Children's Center

Woods Hollow Children's Center is located on the main corporate campus and serves Promega employees as well as families from surrounding communities. Promega founded Woods Hollow in 1991 and has provided ongoing support ever since. The nonprofit facility provides early childhood education and care for children 6 weeks to 10 years old and is fully accredited by the National Association for the Education of Young Children (NAEYC). Woods Hollow is licensed for 150 children and has served more than 2,000 families since it opened.

Learn more at woodshollow.org



Spotlight: Honoring Truman Lowe at the Promega Art Showcase

- Truman Lowe was a professor in the Department of Art at the University of Wisconsin-Madison, where he was known as an exceptional mentor to young artists.
- Born on the Ho-Chunk Nation of Wisconsin reservation, Lowe spent much of his career fostering a deep understanding and appreciation for Native American art and culture among his students.
- The Fall Art Showcase honored his legacy by exhibiting his art alongside pieces by several former students. The opening reception featured traditional Ho-Chunk food developed in collaboration with Chef Elena Terry of the culinary organization Wild Bearies.

Explore More

Check out this Promega Connections blog to learn more about Truman Lowe and the Promega Art Showcase.

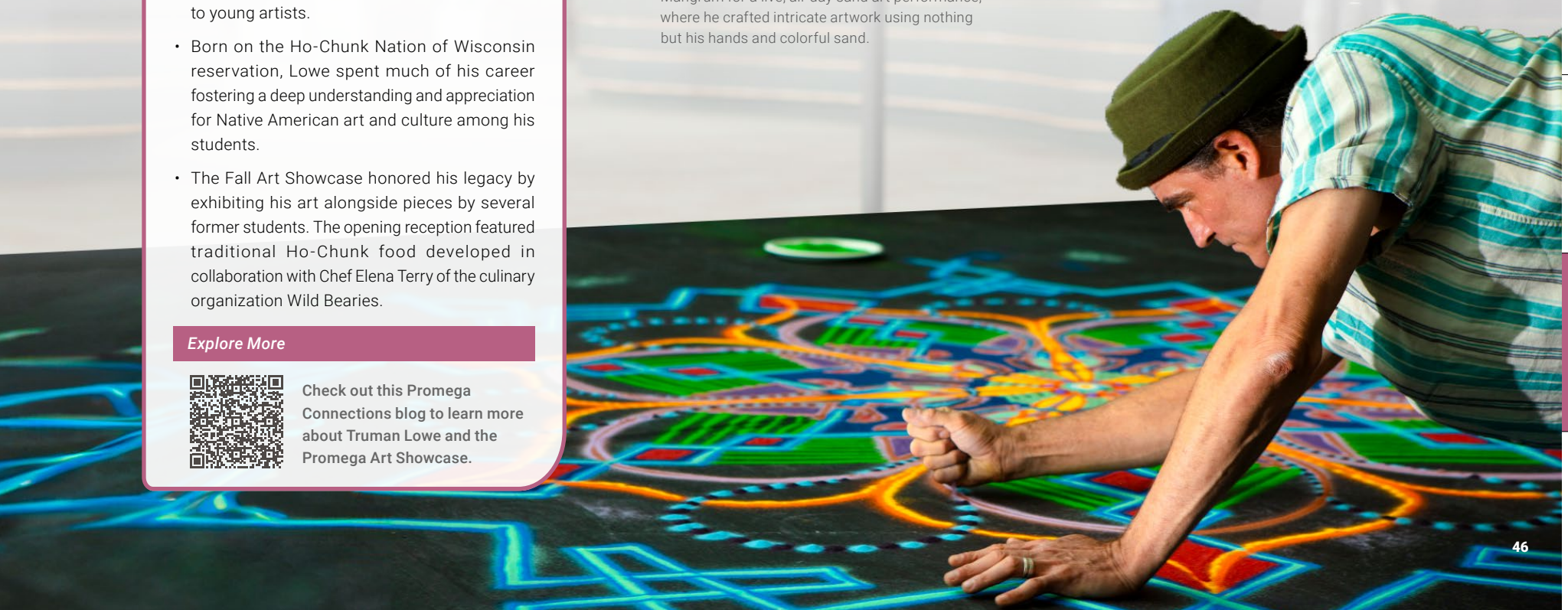
Fostering Creativity

Scientists are charged with seeking what is unknown and creativity is central to this process. Art – both in observing and creating – reenergizes an imagination that inspires scientific pursuit.

Promega Art Showcase: These curated quarterly art exhibitions in the BioPharmaceutical Technology Center are open to the public. Exhibitions in 2023 included "ArtScience of Innovation," "Threads of Joy: Examining the Human Condition through Glass and Fiber Art," and "Honoring Truman Lowe: Celebrating the Legacy of an Artist, Teacher and Mentor."
Learn more at: promega-artshow.com

University of Wisconsin-Madison Cool Science Image Contest: This annual event is a celebration of the art inherent in science. Promega sponsors the contest and provides gallery space for the winning images. Images honored in 2023 included the eyes of a queen conch, the Milky way above a volcanic eruption, and the glow of equipment used to cool cesium atoms to near absolute zero.

BELOW: Promega welcomed New York artist Joe Mangrum for a live, all-day sand art performance, where he crafted intricate artwork using nothing but his hands and colorful sand.





Additional Indicators

Promega is powered by more than 2000 employees worldwide who bring their unique talents, perspectives and passions to the organization.

ADDITIONAL RESOURCES

United Nations Global Compact

Report Parameters

Reporting on Promega Corporate Responsibility progress is completed on a calendar year basis with information in this report sharing results and actions from January 1, 2023 to December 31, 2023. This is the sixteenth Promega report in this area following the initial report released in 2009. This process of reporting will continue annually. Corporate Responsibility reporting attempts to focus on the environmental and social impacts of Promega operations worldwide using the framework established by the Global Reporting Initiative Guidlelines and the principles of the United Nations Global Compact.

Information for this report has been gathered from all 22 Promega branch and subsidiary locations worldwide. Engagement with internal stakeholders has been focused on areas identified as key impacts or opporuntities. Our current process captures information on a wide range of indicators but we recognize that there is always room for growth in the information we capture. In rare instances, additional or adjusted information for prior periods was captured resulting in slight variations from previously reported indicators.

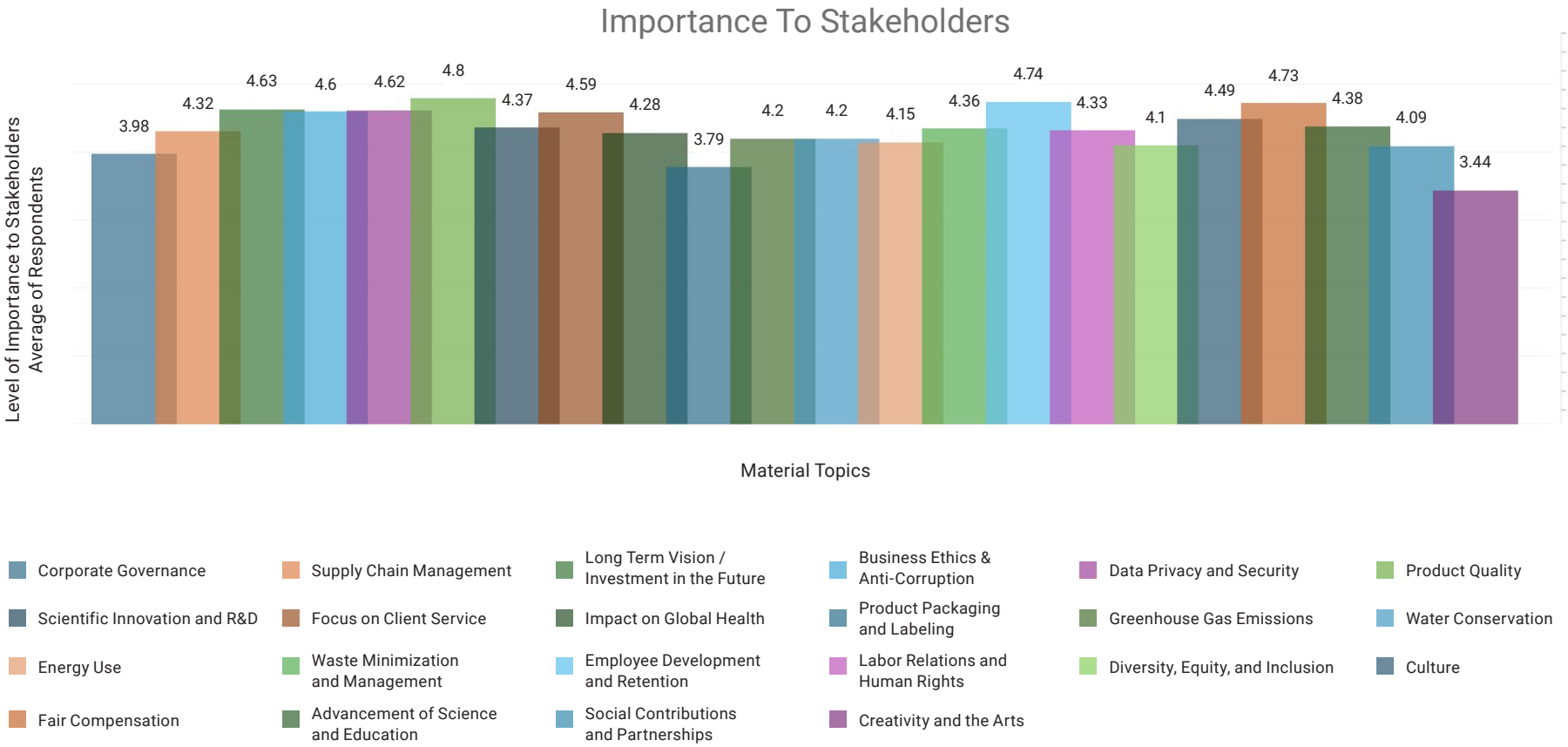
Carbon footprint calculations have been made using emission factors provided by the World Resources Institute Greenhouse Gas Protocol on energy and business travel. Reported emissions from distribution were calculated with the conversion factors provided by DEFRA's 2023 Greenhouse Gas Conversion Factors. Current and previous years' carbon footprints have been calculated using the most updated information and emission factors from the resources above.

Some sections of the GRI that were not covered in the report will be addressed below. In 2023 we had no incidents or issues in the following areas:

- Environmental fines or sanctions (G4-EN29)
- Incidents of discrimination (G4-HR3)
- Incidents of violations involving rights of indigenous people and actions taken. (G4-HR 8)
- Legal actions for anti-competitive behavior, anti-trust, and monopoly practices. (G4-SO 7)
- Fines and non-monetary sanctions for noncompliance with laws and regulations. (G4-SO 8)

Please contact **sustainability@promega.com** with any questions on the Promega Corporate Responsibility Report.

2024 Materiality Assessment Results



What is a Materiality Assessment?

A Materiality Assessment is a strategic tool used to identify and prioritize the issues that are most significant to our stakeholders and to our company's success. This process helps inform and align our strategies with corporate values, ensuring that we focus our efforts on areas of greatest impact and concern. By evaluating various factors — from environmental sustainability to social responsibility and governance — we aim to highlight priorities that guide our sustainable development goals.

The results are reported from:

- Corporate Leadership Team
- General Managers
- 21 material subjects
- Global employees across 16 branches
- Clients in the US & CAN, spanning various market segments:
  - Academics
  - Biotech
  - Pharma
  - Clinical

Key Indicators

Economic	2008	2017	2018	2019	2020	2021	2022	2023
Number of Employees	958	1,483	1,601	1,696	1,827	1,908	2,042	2,116
Building Footprint (Square Meters)	66,991	107,241	107,941	110,685	112,852	137,254	141,275	142,242
Number of Global Locations	16	19	19	19	19	19	19	19
Percent of Revenue Invested in R&D	10%	11%	11%	12%	7%	9%	9%	12%
Environmental								
Greenhouse Gas Emissions (Tons of CO_2)	22,397	39,154	42,291	42,010	44,538	50,652	48,052	37,073
Emissions Per Million in Revenue (Tons of CO_2/Million Dollars)	111.1	99	99	92	59	67	63	57
Emissions Per Building Footprint (Tons of CO_2/Thousand Sq. Meters)	334.3	365	392	380	395	369	340	261
Energy Consumption								
Electricity (kWh)	16,880,814	29,263,972	31,352,221	30,827,243	31,569,224	39,604,851	42,428,611	43,182,247
Natural Gas (Therms)	683,201	1,313,131	1,408,187	1,376,992	1,461,006	1,650,126	1,798,523	1,811,391
Water Consumption (Liters)	53,909,442	121,627,418	121,472,799	113,552,272	124,286,599	182,849,803	192,437,572	192,819,195
Solid Non-Hazardous Waste (Cubic Meters)	7,884	13,947	15,751	15,659	20,307	22,632	22,891	20,841
Incinerated (Cubic Meters)	249	162	174	133	115	111	120	289
Land Filled (Cubic Meters)	3,973	5,854	6,528	6,331	6,666	8,239	8,928	8,373
Recycled (Cubic Meters)	3,661	7,932	9,049	9,195	13,527	14,281	13,842	12,179
Chemical Waste (Kilograms)	65,950	104,104	94,099	117,127	157,805	85,919	79,250	78,571
Infectious Waste (Kilograms)	4,226	10,446	11,681	12,241	11,018	12,305	11,575	12,609
Social								
Women	46%	47%	47%	47%	48%	48%	48%	48%
Women in Management Positions	42%	43%	43%	43%	42%	42%	42%	42%



Targets 3.3

Ensure healthy lives and promote well-being for all at all ages

Our Alignment:

- Vision
- Values



Targets 4.4

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Our Alignment:

- Supporting Young Scientists Globally

Key Indicators:

- Employees, Global Locations



Targets 7.2, 7.3

Ensure access to affordable, reliable, sustainable and modern energy for all

Our Alignment:

- Expanding Use of Renewable Energy
- Optimizing Efficiency at Existing Facilities

Key Indicators:

- Energy Consumption



Targets 8.5

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Our Alignment:

- Nurturing an Environment for Self-Actualization
- Fostering Growth and Development

Key Indicators:

- Employees, Women, Women in Management Positions



Targets 9.5

Build resilient infrastructure, promote inclusive and sustainable industrialization alnd foster innovation

Our Alignment:

- Promega by the Numbers
- Supporting Scientific Discovery

Key Indicators:

- % of Revenue Invested in R&D



Targets 12.5, 12.7

Ensure sustainable consumption and production patterns

Our Alignment:

- Aligning Values for Employees and Suppliers
- Expanding Recycling

Key Indicators:

- Solid Non-Hazardous Waste, Chemical Waste, Infectious Waste



Targets 13.2, 13.2

Take urgent action to combat climate change and its impacts

Our Alignment:

Challenge:

- Climate Change

Key Indicators:

- Greenhouse Gas Emissions

SUSTAINABLE DEVELOPMENT GOALS

Promega has been a member of the UN Global Compact since 2010 and considers the United Nation Sustainable Development Goals (SDGs) in where and how we act. The following SDGs are the most material for Promega.

ADDITIONAL RESOURCES

Learn more about the UN Sustainable Development Goals

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Figure 1:

Carbon Footprint *Tons of CO_2 Per Million USD*

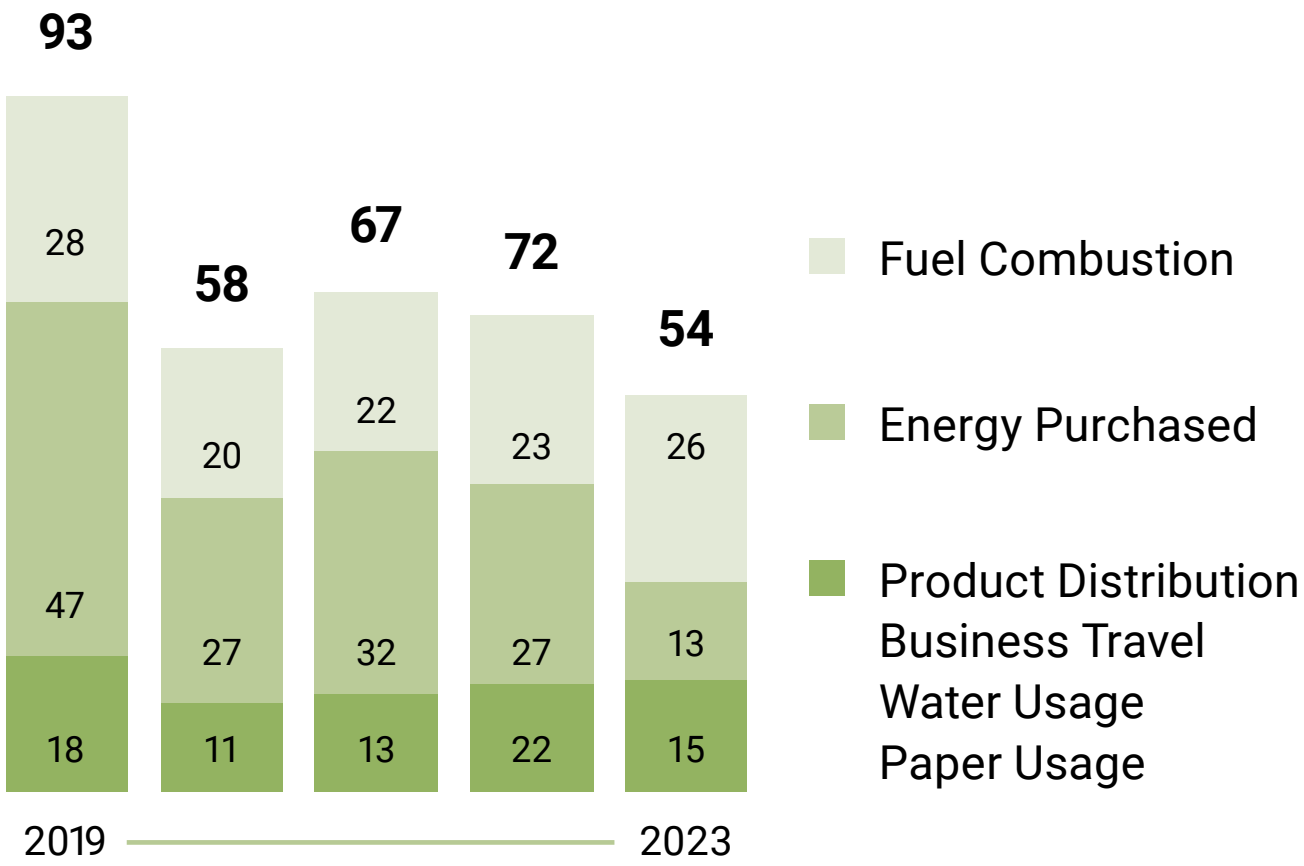


Figure 2:

Renewable Energy Usage *Millions of kWh*

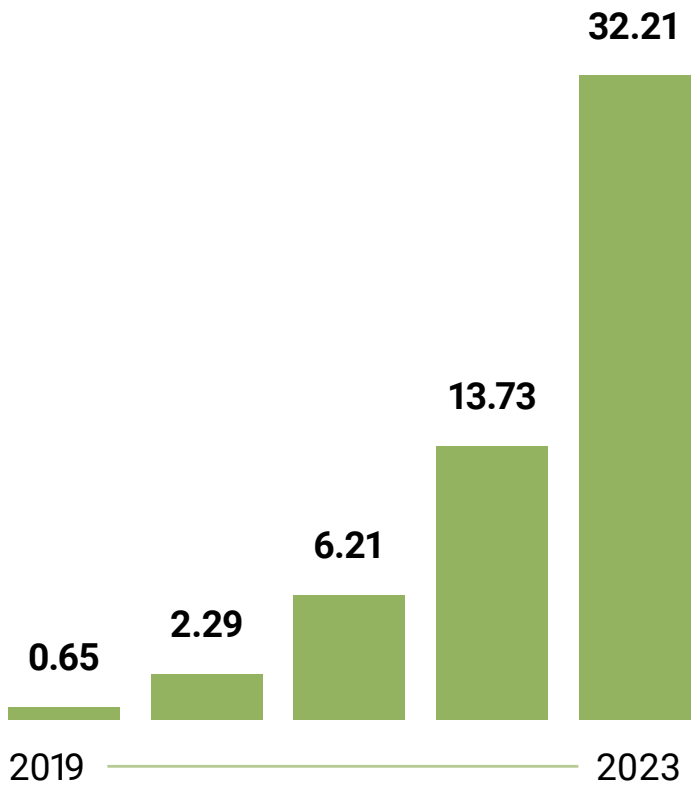
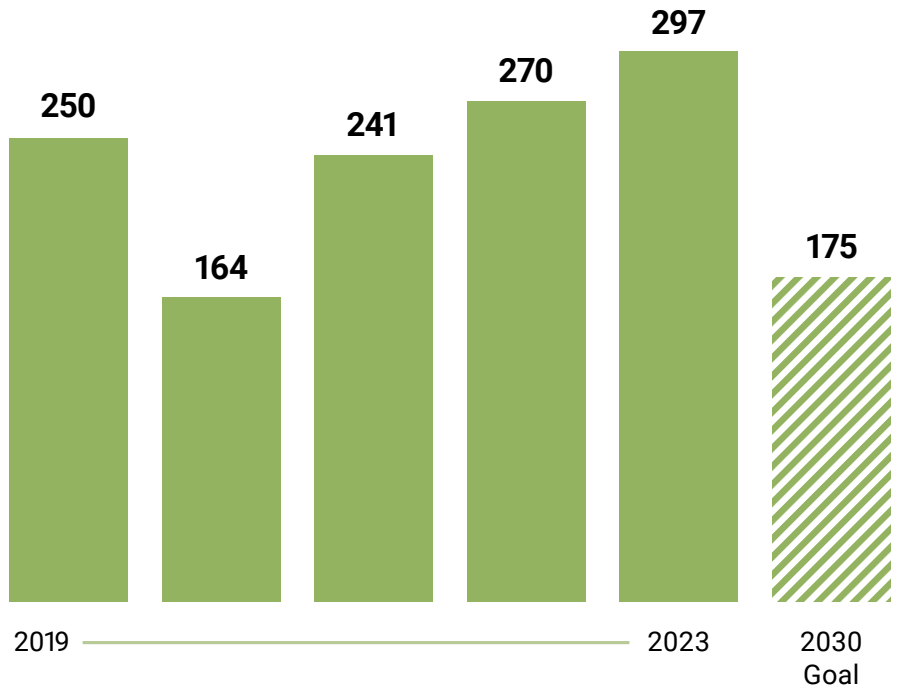


Figure 3:

Water Usage *Thousands of Liters Per Million USD*



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