



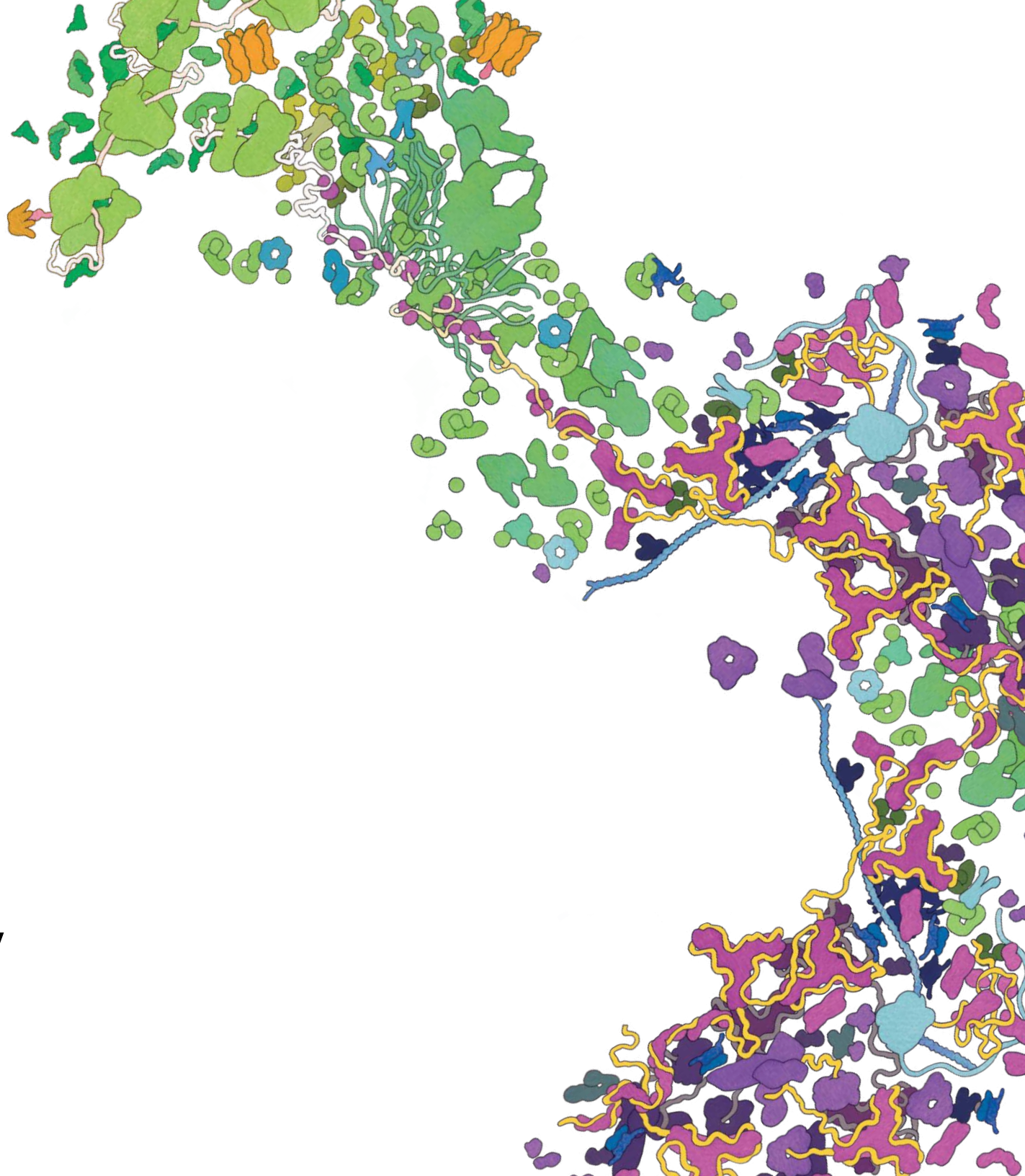
Promega

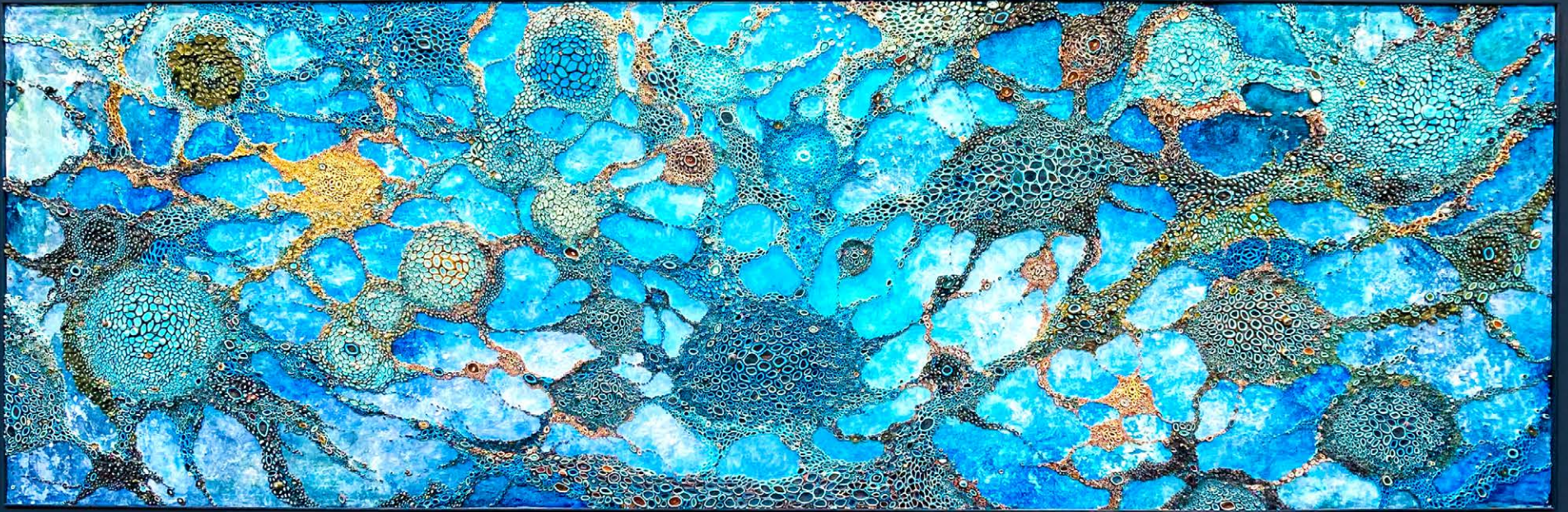
Discovering
a better world,
together

2023 CORPORATE RESPONSIBILITY REPORT

Corporate Responsibility Report

2023

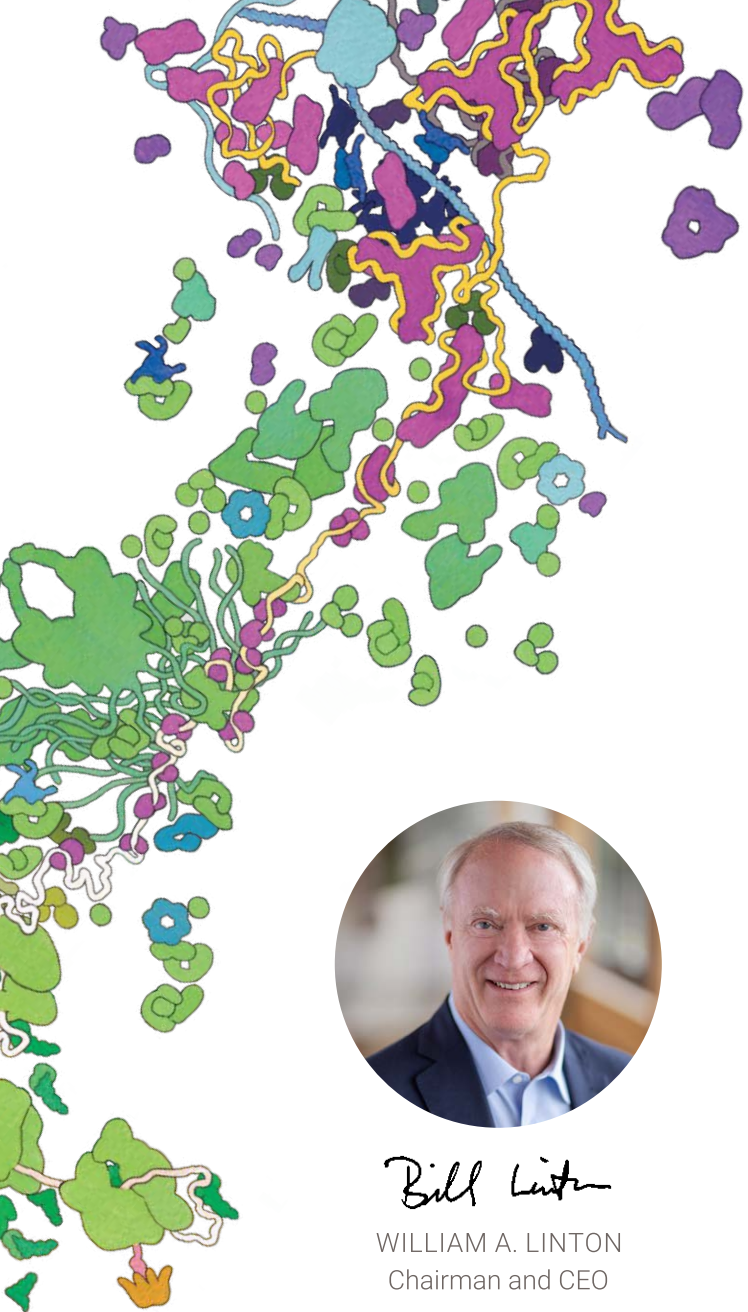




Our cover photograph captures a unique perspective of *Synapse*, one of several pieces of artwork curated for the Kornberg Center research and development building on Promega Madison's campus. Composed from mulberry paper and acrylic paint, artist Amy Genser constructs her pieces by layering, cutting, rolling, and combining paper to explore texture, pattern and color. *Synapse* is a response to the link between art and science: the firing and generation of ideas, connection of meaning and exploration to find new, better solutions to problems.

When Promega senior graphic designer Wesley Bishop photographed the 6 ft x 15 ft (1.8 m x 4.6 m) work of art, he focused closely on particular sections from several different angles. Even after walking by this artwork regularly, we were stunned by how *Synapse* takes on varying qualities and moods depending on the perspective from which it is viewed and experienced. For us, Wesley's exploration served as a compelling demonstration of the power of diverse perspectives.

Synapse | 6'h x 15'w x 2"d | mulberry paper, acrylic on sintra



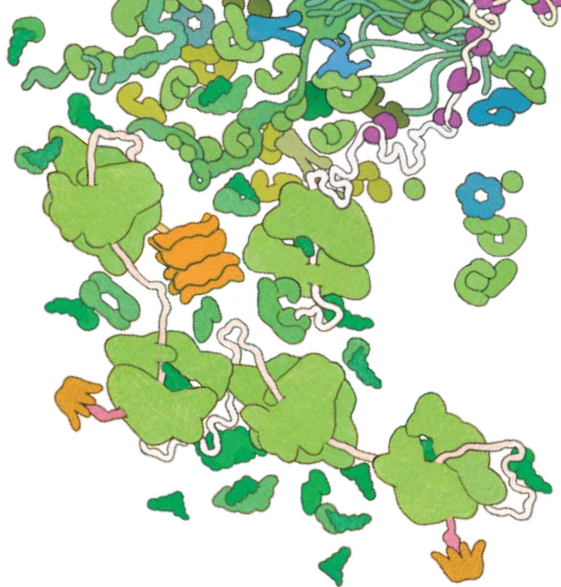
Letter from the CEO

In an ever-evolving world, the agility mindset, characterized by intelligent responsiveness and openness to new ideas, becomes an essential tool for navigating rapid transformations. This mindset, deeply embedded in Promega's culture since its inception 45 years ago, plays a pivotal role in the era of technological advancements, including applications of artificial intelligence in much of the work we are undertaking.

Promega cultivates flexibility, innovation, and continuous learning, the cornerstones of agile organizations. Our approach encourages feedback and continuous improvement, treating "failures" as learning opportunities. Our culture promotes creative thinking and diverse perspectives, allowing employees to explore uncharted territories.

Agility underpins all of our operations, significantly aiding progress towards sustainability goals, such as the commitment to 100% renewable electricity by 2025. It also steers the exploration of emerging technologies, customer needs, and the enhancement of diversity and inclusion.

Taking advantage of the dynamism of current times, we are poised to adjust our trajectory when opportunities surface, enthusiastically embracing continuous improvement in every aspect of operations and planning for future generations.



"The outcomes we are achieving are significant and due to the efforts and passions of Promega employees around the globe."

– **Corey Meek**
Corporate Responsibility Program Manager

About the Promega Corporate Responsibility Program

Since 2008, Promega has reported on our commitment to and progress regarding sustainability. In addition, we have been active participants in the UN Global Compact for almost a decade. From conserving natural resources to giving back to our communities, we strive to be responsible to our employees, our community and our planet.



Corporate Mind

Meet Promega and learn more about our approach to business



Product Reach

Explore the technologies and services we provide to support science



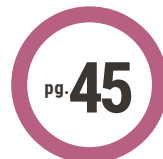
Planet Aware

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



People Care

Discover our commitment to nurture and empower every employee



Community Touch

Learn how we support our communities worldwide



Additional Indicators



Corporate Mind

As a future-focused organization, we continually ask, “What’s next?” We may not know the answers yet, or even fully understand the questions, but we explore eagerly and remain open to dynamic possibilities. Our approach is one of flexibility that integrates long-term vision while always keeping people at the forefront. This lens enables us to anticipate emerging needs of science while cultivating authentic relationships with our customers, our people, and our communities.

Promega develops and manufactures high-quality tools that life scientists around the world use to answer their most challenging questions.

BELOW: About three dozen Wisconsin state Senate and Assembly members and many key aides came to Promega, not as Democrats or Republicans, but as members of an informal "Tech Caucus" encouraged by the Wisconsin Technology Council to learn more about what makes such a company successful.

"They emerged a few hours later with impressions of an organization based on research and technology, but dependent on manufacturing, skilled workers and routes of supply and sales that include Wisconsin, the nation and the world."

– Tom Still

President, Wisconsin Technology Council
(Wisconsin State Journal, February 5, 2023)

Our Story

Founded in 1978, Promega is based in Madison, WI, USA, with sales branches in 16 countries, over 50 global distributors, and three global manufacturing locations.

We make high-quality tools that life scientists around the world use to answer their most challenging questions. Specific combinations of chemistry – reagent "tool kits" – 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. Our integrated systems provide instruments to automate various research and lab procedures, increasing efficiency and precision.

Promega is powered by more than 2,000 employees worldwide who bring their unique talents, perspectives, and passions to the organization. Every person in every role is valued.

The business is governed by a Board of Directors and daily operations are led by the Corporate Leadership Team and global Branch Managers. These diverse groups bring wide-ranging expertise and unique cultural experience to management decisions.



Where Our Products Are Used



Pharmaceutical and Biotechnology Industries

Discovering new drugs to fight disease



Clinical and Molecular Diagnostics Laboratories

Detecting disease and determining therapies



Applied Testing

Ensuring environmental, food, water and plant quality, and animal health



Government and Academic Research Laboratories

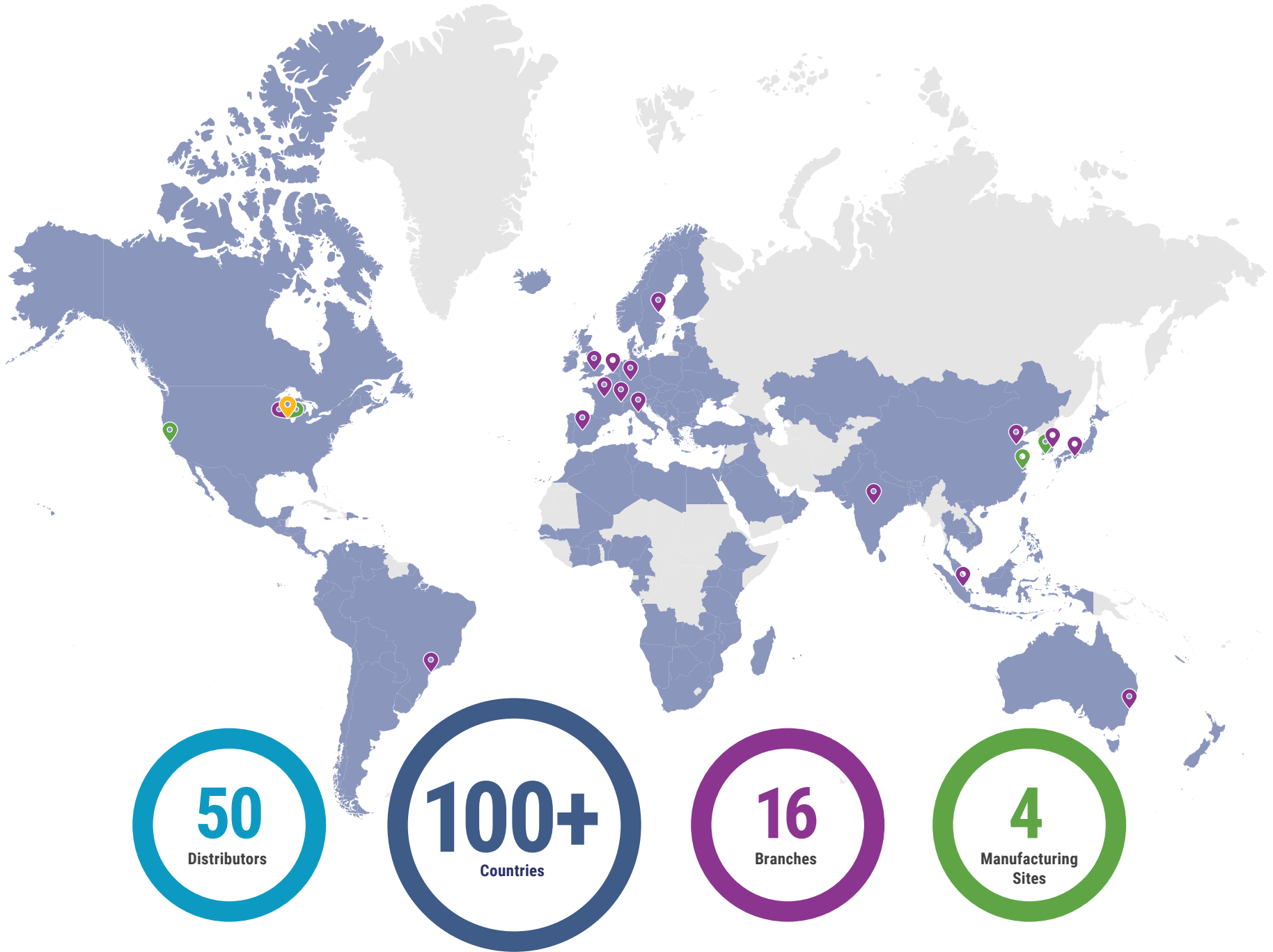
Working at the forefront of scientific discovery to understand life and disease



Forensics and Paternity Laboratories

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







Promega by the numbers: 2022



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

Promega Corporation grows from a vision where success is measured in meaning generated for people and in relationships sustained by both value and purpose. With an eye toward a changing future, Promega continues to evolve:

- Our life sciences tools to accelerate discovery and realize innovative and practical applications of advanced technology.
- Our commitment to improving human health.
- Our work environments, which support and perpetuate curiosity, self-awareness and community integration.
- Our capacity as a stable resource for the growth and transformation of the people and communities we touch.

In essence, our vision spans across all life and moves us to act on the knowledge that we are interdependent.

Values

Promega reflects a set of living values that include:

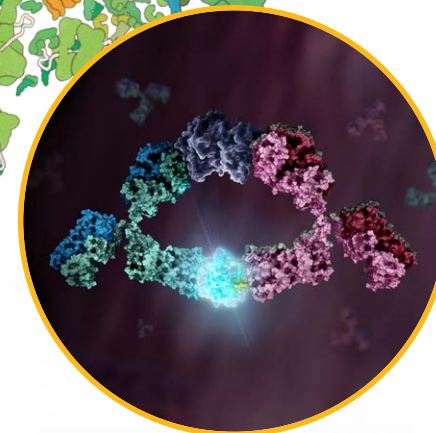
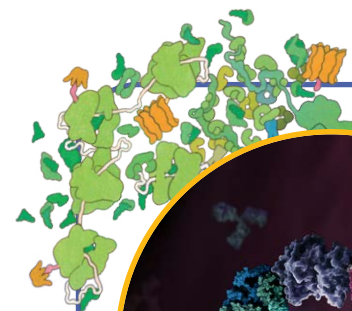
- Contributing to the advancement of science for improving life in the global community.
- Operating as an adaptable living organism in which each element and human contribution are a vital part of a whole and capable of responding to the emerging complexities of our time.
- Encouraging personal development through inner and outer exploration and self-awareness practices.
- Recognizing that both work and home cultivate wholeness and wholeheartedness. We do this through learning, offering the best of ourselves, integrating new insights and developing inner and outer qualities that allow each individual to be present and engaged.
- Rewarding and acknowledging achievement through creativity, risk taking, process improvements and innovation.
- Promoting adaptability and flexibility in the workplace.

Investing in a Sustainable Future

While traditional calendar quarters are three-month increments, Promega takes the long view and also measures quarters in twenty-five-year periods. Our first 100 years in business is a key milestone. Setting a course to span our ever-evolving first century entails committed investment in people, innovation, sustainable practice, infrastructure and community. It also means embracing adaptability and flexibility to respond to the emerging complexities of our time.

Supporting Scientific Discovery

Promega supports scientific discovery with more than 4,000 catalog and custom products and a commitment to expert technical support. During calendar year 2022, Promega launched approximately 28 new product offerings and revenue exceeded \$700 million. Our growing investment in innovative research resulted in 35 granted patents and 48 filed, bringing our intellectual property library to over 482 patents. The **Product Reach** section of this report expands on how our products benefit human health and advance the scientific community.



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

- Instrumentation that enables forensic labs to get better results from difficult or degraded DNA samples (**Spectrum CE System**)
- Bioluminescent assays that help researchers studying immunity and inflammation do their work faster and easier (**Lumit™ Cytokine Immunoassays**)
- Research into new opportunities for using small molecule drugs to target the most commonly mutated protein in cancer (**KRAS protein research**)

Prioritizing People, Planet and Place

Promega fosters a workplace culture that prioritizes personal connection and work-life harmony and was recognized as a 2022 and 2023 Top Workplaces award winner based on employee engagement surveys. Promega Madison expanded employee benefits in 2022, including student dept assistance and family-forming support. The **People Care** section of this report expands on how Promega supports employees.

Promega seeks to minimize its ecological footprint and engages all employees and operations worldwide in this effort. An employee-initiated pilot program to recycle plastic film at some Madison manufacturing facilities

diverted roughly 3 tons of plastic from landfills in just 3 months. The company is also committing to source 100% renewable energy by 2025. For more on the environmental focus of all operations, see the **Planet Aware** section of this report.

Promega has an annual economic impact of \$1.13 billion USD each year in the state of Wisconsin. The relationships we build in our global communities deepen our impact by fostering responsiveness, growth and opportunity. Learn more about how we champion science education, research and creativity in the **Community Touch** section of this report.

Recognition: 2022 and 2023 Top Workplace

Promega received Top Workplaces USA and Regional (Madison, WI) awards in 2022 and 2023 based solely on employee engagement surveys compiled by research firm Energage. In addition to Top Workplace honors, Promega has earned Culture Excellence Awards in the following areas: Compensation & Benefits; Employee Well-Being; Innovation; Professional Development; Purpose & Values and Work-Life Flexibility.

TOP
WORK
PLACES
2023

USA

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 **People Care** 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's DEI values through feedback from diverse voices throughout the organization. We actively work to ensure DEI initiatives:

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





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



Product Reach

The highly specific tools that Promega develops and manufactures are used by life scientists around the world working at the edge of discovery. With more than 4,000 products, customers rely on Promega reagents and instruments to help them illuminate complex secrets of a cell, monitor widespread infectious diseases, and everything in between. In science (like most fields), collaboration is as important as innovation. We prioritize cultivating real relationships with our customers so we can more fully understand and support their specific needs as they seek answers to their most complex questions.

The new Spectrum CE System developed and produced by Promega offers a new option for forensics labs performing human identification in criminal casework and database cases.



Promega in the Real World: Analyzing Tumor Samples

- The Molecular Genetics of Cancer core lab at the University Hospital of Rennes needed to automate DNA extraction from tumor samples.
- Promega Field Support Scientists helped the team implement the **Maxwell® HT DNA FFPE Isolation System** on a liquid handling robot that was already in the lab.
- The Maxwell® HT chemistry not only met the lab's throughput needs, but also improved the quality of DNA the team was able to purify.

Explore More



Check out this Promega blog to learn more about improved tissue biopsies in oncology.

"Quality improvement is quite phenomenal; we can reduce the number of retests and reduce time to results."

—Dr. Alexandra Lespagnol
University Hospital of Rennes

Providing Tools to Support Science

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

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.



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.



Promega in the Real World: Detecting Agricultural Pathogens

- African Swine Fever is a highly contagious disease that infects wild and domestic pigs with a mortality rate near 100%.
- Saubel Ezrael Salamat studies the extent to which the virus persists in pork products and spreads across the Philippines.
- Saubel uses the ReliaPrep™ Tissue gDNA Kit and the **GoTaq® qPCR System** to detect the virus in pork products using qPCR.

Explore More



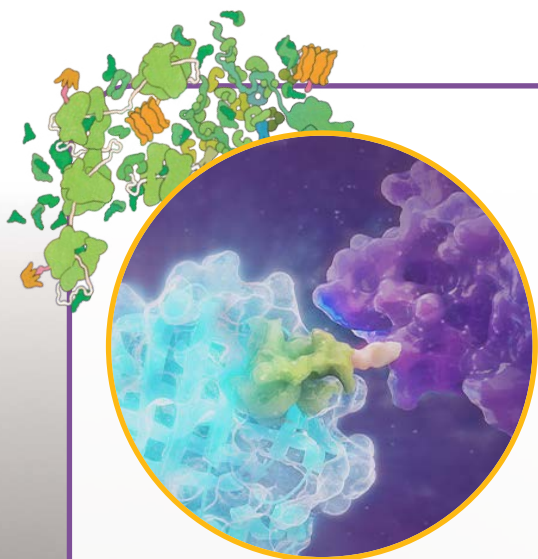
Check out this blog to learn more about tracking African Swine Fever in domestic pigs.

"The collective diagnostic capability needs to be augmented, and we hope to help in filling that gap."

— Saubel Ezrael Salamat
University Researcher

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 a real-time approach to learning. These tools are used in the development of both small molecule drugs and biological medicines.



Promega in the Real World: Partnering to Advance Genome Engineering

- A new postdoctoral research program launched by Promega gives researchers the unique opportunity to explore new ideas for genome engineering with mentoring support from AstraZeneca.
- With access to the genome editing capabilities of AstraZeneca and the bioluminescent reporter technology at Promega, these researchers will aim to develop new technologies for understanding and modulating cellular physiology.
- This work will support global efforts to detect, cure and treat disease.

Explore More



Read our press release
about developing new
tools for genome editing

*"The collaborative approach
allows us to leverage our
respective strengths and provide
unparalleled access to tools and
expertise that will expand what is
possible with genome editing."*

– Thomas Machleidt

Director of Research in the Promega Advanced
Technologies Group



PRODUCT SPOTLIGHT:

10th Anniversary of NanoLuc Luciferase

2022 marked 10 years since the launch of NanoLuc Luciferase, a novel luciferase engineered by Promega scientists. Today, NanoLuc is used in assays that advance fields such as drug discovery. Promega Beijing celebrated the anniversary with a livestream event for customers.



Promega in the Real World: Monitoring Infectious Disease Outbreaks

- Edwin Oh initially started testing wastewater to investigate circulating levels of SARS-CoV-2, but his lab has since expanded their scope to include diseases like monkeypox, influenza, RSV, gonorrhea and HIV.
- The **Wizard® Enviro TNA Kit** helps his lab purify nucleic acids from wastewater samples to detect various pathogens with qPCR.
- The lab shares their data with public health officials to inform messaging, testing and vaccination efforts.

[Explore More](#)



Check out this Promega blog to learn more about wastewater surveillance in the Las Vegas desert.

Applied Testing

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

“Wastewater surveillance could give us the resolution and information we need to deploy resources that are going to be hit a little harder.”

–Edwin Oh
University of Nevada-Las Vegas

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.

Collaboration Spotlight:

International Symposium on Human Identification

Promega launched the annual **International Symposium on Human Identification (ISHI)** more than 30 years ago, growing it into the world's largest conference focused on technologies, policies, and innovations in forensic DNA analysis for human identification. The meeting draws scientists, DNA analysts, law enforcement professionals, and legal and ethical experts from 40+ countries to share knowledge through interactive workshops, presentations, case studies and scientific poster sessions.

DeNeen L. Brown, a reporter at The Washington Post, delivered the keynote address titled "The Red Summer of 1919 and the Tulsa Race Massacre". Brown discussed her reporting that led the City of Tulsa to reopen an investigation into the search for mass graves of Black people killed during the massacre.

"The new Spectrum CE System is the next-generation in CE that provides unmatched flexibility in processing samples for short tandem repeat (STR) analysis, well suited for forensic labs now and into the future. It is a perfect fit to our current instrument complement."

—Dr. Caroline Parker
Chief Scientific Officer, FGIH



Promega in the Real World: Advancing Forensic Analysis

- The Forensic Genomics Innovation Hub (FGIH) in Southampton, United Kingdom applies next generation DNA sequencing to crime fighting, family DNA testing and molecular diagnostics and also serves as an open-door training facility to give medical and forensic scientists access to technologies of the future.
- The new **Spectrum CE System** is an instrument that performs capillary electrophoresis (CE) analysis for casework and database samples.
- In early 2023, FGIH took delivery of the first Spectrum CE System in the UK.

Explore More



Check out this Promega blog to learn more about the Spectrum CE System

Investing in Research and Innovation

Since its founding in 1978, Promega has focused on delivering reliable tools that address the biggest problems facing life scientists. To continue meeting these needs as science evolves, Promega fuels technological advancement in key areas identified through relationships with scientific leaders in many fields.

Promega scientists regularly pursue basic research to curate new skills and knowledge, and collaborate extensively with researchers across academia and industry. This work frequently results in peer-reviewed journal publications.

"It's about planting a seed – these relationships must be nurtured to grow into something beautiful."

– Frank Fan,
Head of Biology and
KIS director

Spotlight:

Collaborating and Building Relationships

- Scientists from around the world are frequently invited to visit Promega Madison.
- The Customer Experience (CuE) program gives customers the opportunity to meet with Promega scientists to address specific challenges in their work and collaborate to build creative solutions.
- Kornberg Innovation Seminars (KIS) invite thought leaders working at the cutting edge of emerging research areas to present their research in Kornberg Center.
- Visits to Promega often lead to deep collaborations to combine strengths and solve major problems facing life sciences.

Explore More



Check out this Promega blog on inspiring innovation in our R&D department



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.

"This was a monumental project. No one has ever done ten instrument installations at a single customer site before. But we came together as a team, and we got it done."

–Jerry Wilson
Senior Service Engineer



Promega in the Real World: Meeting Urgent Needs Around the World

- The National Reference Laboratory in Rwanda needed to rapidly expand its COVID-19 testing capacity before the Commonwealth Heads of Government Meeting.
- Field Applications Scientists and Field Service Engineers from five countries convened in Rwanda to install ten **Maxprep Liquid Handlers** and train more than twenty technicians to operate the instruments.
- This project was the largest Maxprep installation to date, and Promega teams around the world adapted to meet the customer's aggressive six-week deadline.

Explore More



Check out our blog on providing critical support to scientists in Rwanda.

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 40,000m² or 450,000 ft² of 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.

41k
square meters of
manufacturing space

28
new products
launched in
2022

50
global
distributors

CIRCLE: Shanghai Promega held the grand opening ceremony of Shanghai Promega West and celebrated their 30th anniversary in November 2022. This expansion adds roughly 1,000 m² to support research and quality assurance.

Planet Aware

Challenges are opportunities. Our climate is changing and the need to effectively respond may feel overwhelming. But this moment also presents space to spark innovation, improve efficiencies and affirm priorities. As a company with a 100-year vision, prioritizing sustainable practices not only preserves our environment, but also grants us opportunities to better position our company for the future. We do this by reducing our carbon emissions, minimizing water use, and avoiding waste.

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

Our 2030 Goals



**Reduce emissions
by 50%**



**Reduce waste to
landfill by 30%**



**Reduce water
usage by 30%**

All goals are indexed to revenue, over a 2019 baseline

Challenge: Climate Change

Climate action has never been more important. To reduce emissions, we integrate principles of sustainability in all operations including how we design facilities, source energy and develop products.

Thanks to focused action globally, our carbon emissions have reduced by 27% as indexed to revenue since 2019. New facilities coming online and volatility in COVID revenue impacted short term trends, but we are on target to achieve our 2030 goal to reduce emissions as indexed to revenue by 50% over 2019 levels. Emissions from fuel combustion, purchased electricity, business travel, and outgoing distribution are tracked and evaluated as part of carbon reduction efforts. (See Figure 1).

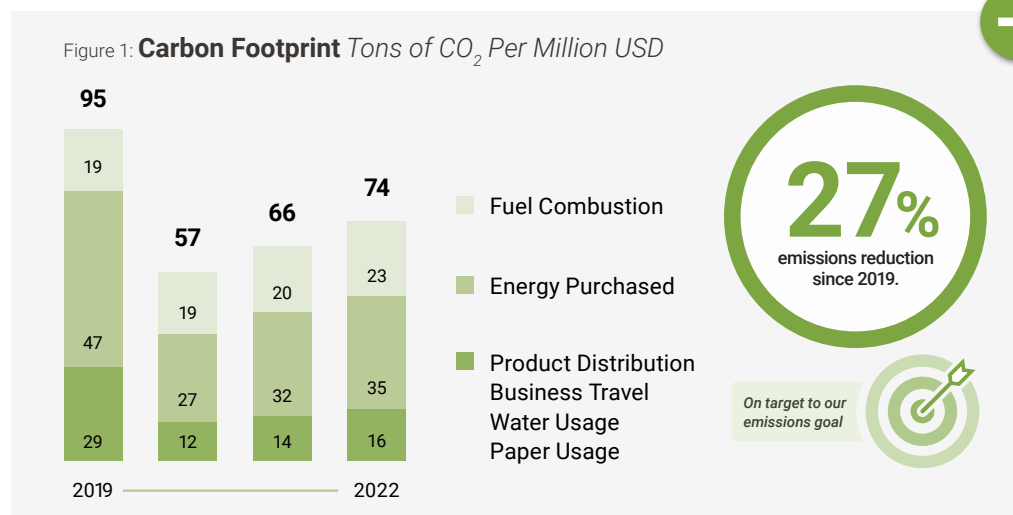


Figure 1: Global carbon footprint as indexed to revenue has reduced by 19% since 2019. Carbon is calculated from fuel combustion (scope 1), purchased electricity (scope 2), and business travel, outgoing distribution, water usage and paper usage (scope 3).

Building More Efficient and Sustainable Facilities

Facilities are significant contributors to operational emissions. To minimize the impact of our global facilities, we ensure that each new Promega building integrates sustainability best practices and improves on the efficiency of the buildings that came before it. Our new research facility on our Madison campus, Kornberg Center, is 65% more energy efficient relative to comparable spaces thanks to sustainable design features:

- 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

Optimizing Efficiency at Existing Facilities

We continually work to reduce environmental impacts at existing facilities. A new central utility plant on our Madison campus is resulting in efficiency gains for several facilities, including our Agora administration building which experienced a 50% reduction in energy usage from chilled water in 2022. Retrofits for LED lighting impacted Agora, Feynman Center and the Biopharmaceutical Technology Center.

Ground-sourced heat pumps, solar water heaters and heat recovery technology help minimize heating requirements and natural gas emissions. Natural gas consumption as indexed to revenue has decreased by 16% over 2019 levels. The Alan Turing Center is the first on the Promega campus to not use natural gas. Ground-sourced heat pumps provide heating and cooling as part of renovations in 2022.

RIGHT: Promega was recognized as a Dane County Climate Champion in 2022 for the energy efficiency and sustainable design of the Kornberg Center.



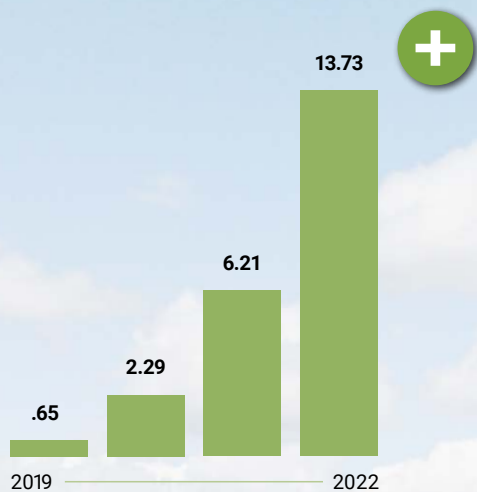


Figure 2: **Renewable Energy Usage**
Millions of kWh

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

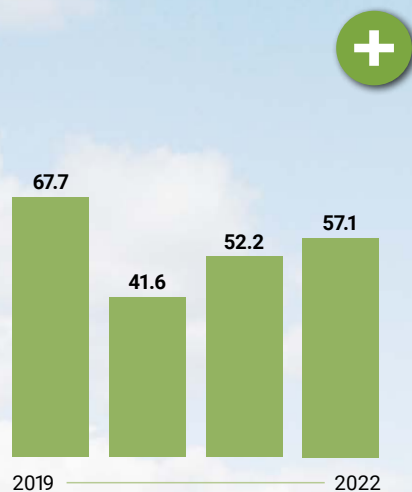


Figure 3: **Electricity**
Thousands of kWh Per Million USD

Electricity usage as indexed to revenue decreased by 23% since 2019.



Expanding Use of Renewable Electricity

Electricity usage makes up nearly half of our operational emissions. We aim to reduce these effects by minimizing consumption and using energy from renewable sources. Promega has committed to using 100% renewable electricity by 2025. Currently, over 50% of electricity used is from renewable sources thanks to recent investments in on-site generation and partnerships to source renewable energy globally.

- Our three largest arrays on the Feynman Parking Garage, Feynman Center, and Kornberg Center total over 1,300 kW and generate roughly 2 million kWh annually.
- We partnered with Madison Gas & Electric (MGE) to be part of the O'Brien Solar Fields project in Fitchburg, WI. The array 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 generate renewable electricity on-site.

Additional facilities that purchase renewable electricity include:

- Promega Italia in Milan
- Promega Biotech Ibérica in Alcobendas, Spain
- Promega Biotech AB in Stockholm, Sweden
- Promega AG in Zurich, Switzerland
- Promega Brazil in Sao Paulo

LEFT: Participation in initiatives like the O'Brien Solar Fields project in Fitchburg, WI helps Promega make significant progress toward meeting sustainability goals. Photo courtesy of Madison Gas and Electric.

Reducing Effects from Product Design and Distribution

Promega aims to reduce the environmental impacts of our product lifecycle by integrating green chemistry as well as sustainable packaging and packing options.

Cold-chain shipping typically requires large amounts of refrigerants and difficult-to-recycle coolers. We are working to overcome this for both new and existing products. In 2023, we launched an initiative to prioritize shipping at room temperature (ambient) in new product development. This transition will allow us to ship smaller packages with less packaging and reduce emissions from distribution and storage. All new products go through rigorous testing to ensure product performance and quality.

Our Ship Sustainable Initiative tests and evaluates existing cold chain products to transition more of these to ship at ambient temperatures. This program saves over 12 tons of dry ice, avoids 32 metric tons of carbon dioxide, and eliminates the need for more than 3,000 EPS coolers each year.

Green Chemistry

The Green Chemistry Team catalyzes the implementation of green chemistry and engineering to provide a safer work environment and mitigate environmental impacts. For over five years, this team has raised awareness of the principles of green chemistry, influenced solvent selection in research, enhanced existing manufacturing processes and inspired new product development. In 2022, a process improvement project was implemented employing greener solvents and reducing waste, environmental impact factor (e-factor), and reduced hazards during manufacturing.

My Green Lab's ACT Label

Better understanding environmental impacts during purchasing is critical for scientists and procurement specialists to support sustainability. To transparently share environmental impacts, Promega is now using **My Green Lab's ACT Environmental Impact Factor Label** with third-party verification of the environmental impacts through the product lifecycle. Learn more about the ACT Label at <https://act.mygreenlab.org/>





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 2022 supporting the following reforestation efforts:

- Pacajai Brazil REDD+ Project in Brazil
- Rimba Raya Biodiversity Reserve REDD+ in Indonesia

Since 2010, the Helix program has offset over 8,500 tons of carbon dioxide. To see more information and learn how to participate, please visit www.promega.com/helix

ADDITIONAL RESOURCES



Helix On-Site
Stocking System

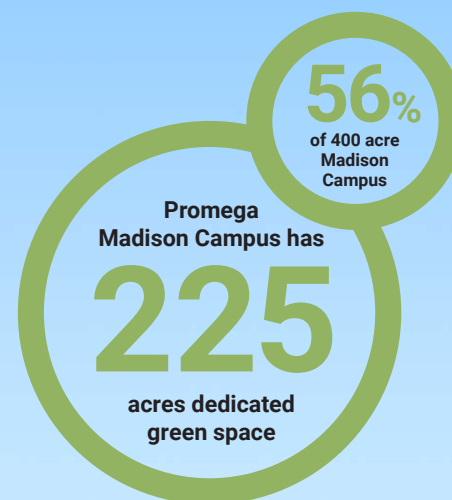


CIRCLE: Promega UK Helix Awards go to accounts that reduced impacts from product distribution the most by partnering with Helix.

Reforestation and Carbon Sequestration

Planting trees and other native plant species helps to sequester carbon and support biodiversity. Several Promega locations work to reforest or restore native lands near them:

- Promega Italia partnered with Tree-Nation to plant over 6,000 trees in Africa, Asia and the Americas. Beyond sequestering 2,000 tons of carbon, the projects help train farmers in environmental management in Senegal, protect biodiversity in Peru and more.
- Promega AG donated 1% of sales through Helix to be used for planting trees in cooperation with the Almighty Tree organization. The Swiss branch planted 200 trees in a damaged area of a forest in Unterlunkhofen and looks to grow the program moving forward.
- Promega India planted 200 native trees such as Peepal, Banyan, Gular, and Pilkhan that help restore groundwater with their expansive root system. This work was done in partnership with the NASSCOM Foundation's MyKartavya team.
- The Promega campus has restored over 25 acres of native prairie that sequesters carbon, supports ecological and biodiversity and reduces runoff. The Promega farm also uses cover crops for soil preservation and carbon sequestration.



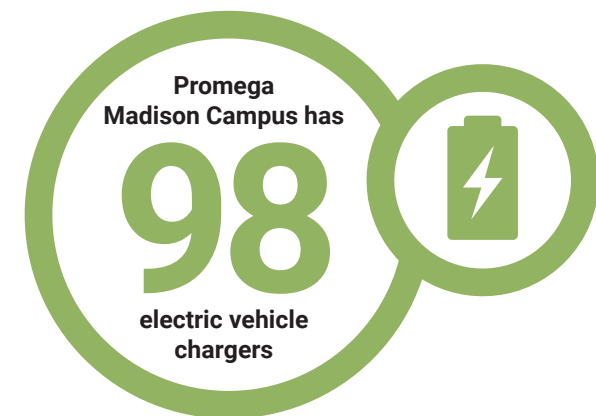


Transitioning to Electric Vehicles

Business travel is the biggest contributor to greenhouse gas for most sales branches. To reduce emissions, all European branches have committed to have 100% electric fleets by 2030 and have at least one electric vehicle being tested currently. Promega AG in Switzerland is the first branch to have a fully electric fleet.

Electric car charging stations are offered at the Promega Madison campus as well as Promega locations in the Netherlands, Switzerland, France, United Kingdom, Germany and California. The Promega campus has 98 electric vehicle charging stations and will add additional charging stations in the upcoming year.

Alternative forms of transportation like public transit, ridesharing, and biking to work are encouraged globally. Many locations offer amenities to support cycling with workplace bikes, bike pumps, bike storage and showers.



LEFT: The facilities team at Promega UK charging up the branch pool car

Challenge: Plastic Pollution

Expanding Recycling

To reduce waste, employees focus on avoiding single-use and difficult to recycle materials. We are also enhancing recycling programs and increasing employee awareness of what is recyclable. Waste and recycling both increased in recent years due to growth in manufacturing and facilities, yet a higher percentage of waste is recycled and diverted from the landfill. Some highlights include:

- A plastic film recycling program launched by the Sustainability Committee recycled nearly 7,000 lbs. of plastic in the first 4 months of the initiative.
- Recycling Lunch and Learn sessions and educational materials posted on the Madison campus.
- Diverting over 4 tons of nitrile glove and protective garments from landfills.
- Culinary staff support the company garden through composting 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

We continually search for innovative ways to reduce packaging, use environmentally friendly materials and design for recycling or reuse. Sustainable packaging efforts include:

- Tamper evident seals to replace shrink wrap that saved over 139,000m² or 1.5 million ft² of plastic.
- Recycled paper padding in lieu of plastic air pillows.
- Kit packaging that uses sustainably sourced materials, less materials, and promotes recycling.
- Smaller shipping boxes that use less packaging.
- Self-adhesive shipping boxes that avoid over 2,800 meters of tape each year.
- Biomass EPS coolers in Europe that eliminate the need for fossil fuels during production.

Promega supports global initiatives to transition to sustainable packaging and reports progress toward the Australian Packaging Covenant Organization's goal of preventing packaging materials from ending up in the landfill by 2025.

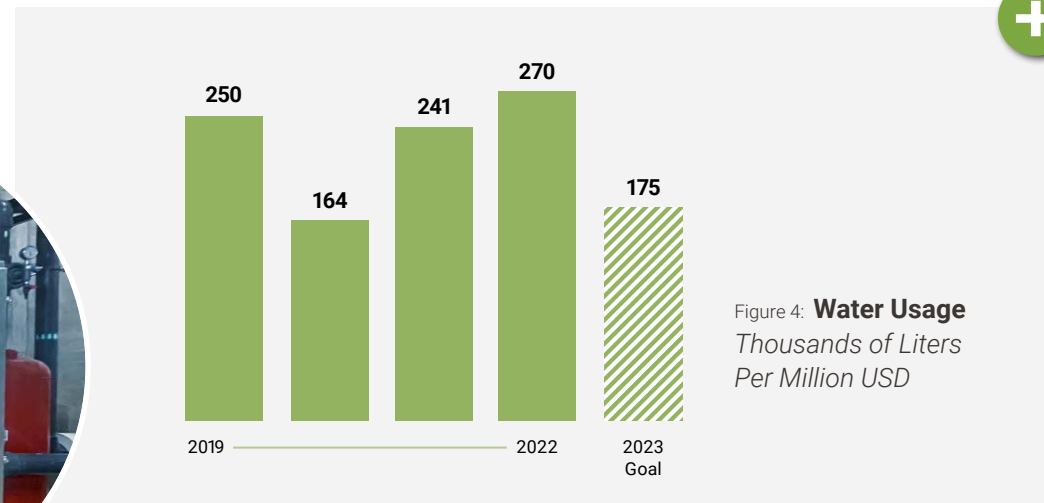




Challenge: Fresh Water Scarcity

We are continually evaluating and evolving initiatives to conserve water in manufacturing, landscaping, and other everyday needs. Increasing product sensitivity has resulted in new and more water intensive purification systems at several manufacturing sites, causing an 8% increase in water usage as indexed to revenue over 2019 levels. Water conservation efforts include:

- Wastewater generated from water purification systems on the Madison campus is reused and saves over 1 million gallons (3.7 million liters) annually.
- Rainwater collection on the Kornberg Center is used for process needs or flushing toilets.
- Rain gardens conserve water and provide natural filtration.
- A custom designed water recirculating system for distilled water led to a 50% decrease in consumption at Promega Biosciences in San Luis Obispo, CA, even with significant increases in headcount and manufacturing levels.



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.



People Care

Promega is much more than kits and instruments. We are about collaboration, human potential and the focus to discover what is possible not only in life science, but also within ourselves. Each employee is valued for the unique talents, passions and diverse perspectives they bring. Principles of emotional and social intelligence (ESI) help us cultivate stronger, more inclusive relationships, especially during changing and challenging times. And we do all of this within a creative culture that whole-heartedly supports work/home harmony, giving us the tools to make this priority a reality.

Promega Madison employees gathered in Kornberg Center to celebrate recognition as a national and regional Top Workplace.

Nurturing an Environment that Enables Self-Actualization

Promega fosters opportunity and space for employees to realize their full potential as individuals and professionals. Creativity and innovative thinking are championed, and our culture actively supports people as they explore within their roles to evolve their greatest strengths and contributions. We acknowledge the unique differences of each employee, and our locations worldwide provide support in ways that meet those specific needs. 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 principles, or our “cultural DNA”, provide a foundation upon which all our operations are built. These principles include:

1. Celebrate the contributions of each individual employee to nurture creativity, self-discovery and individual growth.
2. Recognize that the growth of individuals empowers the organization to realize greater potential, and also that the growth of the organization empowers the individual to do the same.
3. Promote balance and flexibility to support overall employee well-being.
4. Focus on the shared purpose of contributing to life science research and related discoveries.

Recognition: 2022 and 2023 Top Workplace

Promega received Top Workplaces USA and Regional (Madison, WI) awards in 2022 and 2023 based solely on employee engagement surveys compiled by research firm Energage. In addition to Top Workplace honors, Promega has earned Culture Excellence Awards in the following areas: Compensation & Benefits; Employee Well-Being; Innovation; Professional Development; Purpose & Values and Work-Life Flexibility.

Honoring the Value and Dignity of All Individuals

Our continued and evolving focus on diversity and inclusion is fueled by a drive to foster a work environment that respects and accommodates various perspectives, traditions, heritages and lived experiences. This priority influences how we hire, support employees and contribute to the community. Many of these initiatives are demonstrated throughout this report.

Some examples include:

- Expanded employee benefits to support a wider spectrum of life events and experiences
- Added more inclusive language to Promega Employee Resource Guide and Standard Operating Procedures (SOPs)
- Created gender-neutral restrooms in Promega Madison buildings
- Developed self-guided courses on accessibility
- Added DEI-related questions to climate surveys and performance conversations
- Implemented new culture and training sessions for hiring managers to improve recruitment and onboarding process

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 values. 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 dedicate time and energy toward 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:

- Allyship
- Asian American and Pacific Islander Support (AAPI)
- Awareness and Learning
- Community Support and Partnerships
- Health Advocacy & People with Disabilities
- Latinx and Indigenous Peoples
- MegaPride

“When everyone in our community can thrive, we are collectively stronger, healthier, and better for it. Promega DEI initiatives aim to support inclusive decision making that considers the diverse needs of all who make up our organization.”

– **Christopher Peguero**
DEI Program Manager

“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: Employees have the option of attending three-and-a-half-day ESI bootcamps, led by the Promega ESI team, to help deepen their understanding and practice of ESI principles.

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 enables employees to manage their own internal responses, moods, and states of mind more effectively. We find that this results 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



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.



BELOW: The annual Promega Madison Wellness Fair promotes available resources that support employee health and well-being.

Supporting Good Health

Locations around the world provide resources to support the health and wellbeing of all employees. The Wellness Center, located at our Madison, WI headquarters, provides all employees free health consultations and counseling.

Wellness Center Services:

- Routine blood draws
- Travel and routine immunizations
- General health consultations
- Physical examinations
- Physical therapy
- Mental health counseling
- Nutrition counseling
- Ergonomics consultations
- CLIA lab added for influenza/COVID/RSV testing

Encouraging Active Lifestyles

Promega provides employees around the globe with a multitude of resources to support active lifestyles.

- On-site fitness facilities
- On-site and virtual fitness classes
- Wellness and bike commuter subsidies
- Virtual Fun Run/Walk 5K
- Fitness and wellness challenges
- Triathlon team activities

Eating Well, Living Well

Promega Madison provides many opportunities for employees to eat nutritional, sustainably-produced meals.

- On-site garden producing thousands of pounds of produce annually
- Multiple cafeterias featuring rotating menus with seasonal ingredients
- Weekly take-home meals prepared by Promega Culinary

The Promega on-site garden provides thousands of pounds of fresh and organic produce to be used by the Promega culinary team each year. The garden grows tomatoes, onions, peppers, raspberries, okra, cabbage, fennel, kale and much more. Growing food is just part of the equation for our Master Gardener and Master Composter as emphasis is placed on supporting the ecosystem with no fences or repellents to keep out wildlife.

“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



Supporting Growth & Development

Promega takes a relational approach to employee development that uses a series of conversations to recognize employee strengths and encourage growth based on employee interests. Since growth starts from the inside, we have shifted from the more standard manager-driven review process to one that starts with the employee. These conversations facilitate individual development plans, personalized growth goals and listening sessions to understand what our talent needs to keep them with Promega.

Leadership Training and Employee Development

All Promega employees have access to development services including talent management resources, personality/leadership assessments, coaching and consulting. Courses available either to managers or to all employees include:

- Coaching for Leaders
- Leadership Conversations
- Transformational Leadership
- Influence Without Authority
- DiSC personal assessment and communication classes
- Conflict Management

All Promega managers have also been invited to join a new interview training to learn about our recruitment philosophy, review recruitment best practices, and dive deeper into our commitment to Diversity, Equity and Inclusion as it relates to recruitment.

English Classes for Employees

Branches in Korea, Japan, and Germany offer employees English lessons to improve communication across the company and with clientele.

Scientific Training

The Scientific Training team designs, develops and implements product and sales training for Promega employees.



Maintaining Safe Work Environments

Environmental Health and Safety programs establish, maintain and improve work environments for the safety and well-being of employees, as well as the communities in which Promega operates. Recently implemented systems make it easier for employees to report near-misses in labs and manufacturing areas, leading to proactive management of potential risks.



Nourishing Connection

Since our founding more than 40 years ago, Promega has valued the positive power of connection and relationship. Disruptions and distance brought on by the global pandemic have made this priority more fundamental for us as an organization. Here are some examples of how Promega teams around the world found moments for celebration and togetherness in the last year:

1. Promega France celebrated its 30th Anniversary with a branch trip to the island of Corsica.
2. Many Promega teams visited baseball games including the Milwaukee Brewers and Madison Mallards.
3. Promega Germany celebrated its 25th anniversary with outdoor games, delicious food, and great music.
4. Many branch offices hosted ESI training events including Japan, Shanghai, India, France, and Beijing.
5. Promega Singapore participated in the JP Morgan Chase Corporate Challenge 5k as a team.
6. Promega France tended beehives and harvested honey that was enjoyed by the team.
7. The Global Service & Support leadership team recently had a working retreat together in Northern Wisconsin with enjoying the outdoors while off-roading, fishing, games, and campfires.





Creating Workspaces to Inspire

As a business based on innovation and employee self-actualization, we prioritize creative work environments that prompt our people to think differently. Many of our spaces also incorporate a design aesthetic that draws from nature to connect us to our surroundings. Whether it is a laboratory, a manufacturing area or an office space, Promega workspaces are designed to foster belonging, curiosity and inspiration. Key features include:

- Striking and unexpected architectural elements
- Abundant and natural lighting
- Comfortable furnishings
- Greenery and designs that bring the outdoors in
- Local art and cultural elements
- “Third spaces” to facilitate creativity and connection
- Workstations that support a variety of work styles
- Resources to set up ergonomic workstations at home for hybrid workers





Community Touch

Along with our customers and our people, the local communities in which we operate around the world are vital partners in the well-being and success of our organization. Promega employees are passionate about giving back! Our people, through their interests and enthusiasm, fuel Promega philanthropic efforts and put our corporate values into action. From paid time to volunteer to support for young researchers globally to long-term commitments to cornerstone philanthropic organizations, we focus our giving on science, education and creativity, as well as initiatives that meet the specific needs of our communities and our employees.

Promega Biotech Ibérica offers career guidance to students in the Universidad Autónoma de Madrid Cellular Dynamics and Biomolecules master's program.

Supporting Young Scientists Around the World

As a community of scientists, we understand the capacity of science to change the world for the better. We support educational programs to inspire scientific passion for all ages. We also remain committed to aiding those working on the leading edge of scientific discovery.

Spotlight:

International Genetically Engineered Machines (iGEM) Competition

The iGEM Competition is an annual global competition for high school, undergraduate and graduate students that encourages education, collaboration and the advancement of synthetic biology. Promega provided 10 global teams with \$2,500 worth of free Promega products. Many branch offices and distributors also supported iGEM teams with products and technical support.

At the 2022 Grand Jamboree, Promega-sponsored teams were awarded the Grand Prize and First Runner-Up trophies in the Undergrad division and the First Runner-Up trophy in the Overgraduate division.

LEFT: Freiburg iGEM team

TOP: Goettingen iGEM team

BOTTOM: 2022 iGEM Grand Jamboree in Paris



Global Support for Science Education

The **Diversification of Our Research Scientists (D.O.O.R.S)** Scholarship, presented by the BioPharmaceutical Technology Center Institute in partnership with Promega to recognize and empower underrepresented minority students who demonstrate a strong interest in pursuing a career in a biotechnology-related field. Ten students from ten different universities received 2022 scholarships. In June, the scholars had the opportunity to present their research to Promega representatives including R&D leaders and Promega CEO Bill Linton.

The **Promega International Scientific Scholarship** supports undergraduate students at the University of Wisconsin—Madison who are undertaking an international internship aimed at using science to improve the quality of life in the world. Scholarship recipients collaborated with local artisans in Tibet, tested water quality in Ecuador and characterized disease-related proteins in Germany.

Promega Brazil awards the **Brazil Young Researcher Award** to recognize early-career scientists doing exceptional research using Promega products. Ten finalists were all invited to visit Promega Madison for a week, where they toured the campus, met with R&D scientists, and participated in hands-on trainings with new technologies.

CIRCLE: Brazil Young Researcher Award recipients visit Promega Madison.

BELOW: D.O.O.R.S. Scholars.



"My experiences in research definitely did shift my plans. If I decide to pursue research, I definitely want to move into industry."

– Anusha Ray Dey,
D.O.O.R.S. Scholar from
University of Wisconsin-Madison

Promega France awards the **National Young Researchers Prize** to a researcher in a university program who is pursuing outstanding research, as nominated and voted on by their peers. The 2022 winner studies mechanisms related to muscle damage in aging.

Promega Australia sponsored an award for student research presentations at the annual meeting of the **Australasian Society of Clinical and Experimental Pharmacologists and Toxicologists (ASCEPT)**. The symposium also included student skills development workshops and presentations from industry representatives.

Promega GmbH participated in **Walldorf Night of Apprenticeships** that showcased the work of Promega and connected with students about potential opportunities. The branch also offers **journalism workshops** to help local journalists learn best practices for interviewing scientists and reporting about scientific topics.

Promega Italia invites customers to the branch offices for **annual leadership training**. Fourteen scientists attended the 2022 event, which featured workshops facilitated by the Promega Human Resources team.

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 their career outside of academics.

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**.

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.

LEFT: Promega Biotech Ibérica employees advise Universidad Autónoma de Madrid graduate students.

TOP: Brazil Young Researcher Award recipients visit Promega Madison.

BOTTOM: Customers participate in Promega Italia's annual leadership training.



PARTNER SPOTLIGHT:

BioPharmaceutical Technology Center Institute

The BioPharmaceutical Technology Center Institute (BTC Institute) is a not-for-profit organization that provides educational opportunities for a wide range of learners. Over its 30 year history, 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 also hosts events such as the International Forum on Consciousness aimed at bringing together multidisciplinary experts and engaged members of the community.

Advancing Cutting-Edge Research

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. In 2022, Promega gave \$1M in addition to its initial \$3M donation to support the Revive & Restore Catalyst Science Fund designed to hasten impactful innovations in conservation.

The **Marine Biological Laboratory (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.

Promega currently supports **more than 40 biotechnology startup incubators** throughout the United States with financial contributions, expertise, and instrument donations. These incubators host new companies addressing challenges from sustainable food production to novel therapeutic development.

Promega Beijing sponsors the **Promega Award of Biochemistry** and announces two winners at the annual conference of the Chinese Society of Biochemistry and Molecular Biology (CSBMB). The 2022 winners are Dr. Qiangfeng Zhang from Tsinghua University and Dr. Beili Wu from Shanghai Institute of Materia Medica Chinese Academy of Sciences.

LEFT: Promega scientists visit the Marine Biological Laboratory.

CIRCLE: A 2022 winner of the Promega Innovation Award.



Supporting Communities Around the World

Our employees seek to better the world using their unique skills and talents, and in ways that bring specific meaning to their lives. These activities support causes that impact communities around the world.

For over 25 years, the **Promega Employee Giving Campaign** has matched employee donations dollar-for-dollar (up to \$1000) to non-profit organizations designated by employees. The Promega YourCause platform, launched in 2021, extends donation matching year-round instead of the two-week period offered in the past. In 2022, employee participation in the Giving Campaign increased 75% and totaled over \$200,000, including Promega corporate matching.

Promega in Action gives Madison-based employees the opportunity to receive up to 40 hours of paid time off to work for the charity or organization of their choice. This program has enabled more than 220 employees to log more than 4,400 hours of volunteer service. Employees have volunteered at 75 different organizations around the world, from local food pantries to international programs for vulnerable children.

The employee-lead Community Action Team (CAT) at Promega Biosciences in San Luis Obispo, CA, supports a variety of local causes with special events throughout the year. Organizations supported in 2022 include **United Way**, **Boys and Girls Club** and **SLO4Home**, an organization helping to support refugees on the central coast of California. Full-time employees may also use four hours of paid time each month toward volunteer activities and have charitable donations matched by Promega.

Promega France participated in the **“Courir Pour Elles”** race to support programs aimed at preventing cancers that affect women, sponsored a student team participating in the **4L Trophy** humanitarian rally across the Moroccan desert to bring school supplies to children, and joined the **“Entreprise des Possibles”** social project by volunteering at the food bank of the Rhone and raising funds to support those experiencing homelessness.

Promega Italia contributed to food recovery and collection with **Banco Alimentare**, a network of food banks that manages 21 regional food banks throughout Italy.

RIGHT & BOTTOM: The Promega in Action program gives Madison-based employees paid time to do service work.

TOP: Promega France sponsored a student team in the 4L Trophy humanitarian rally.



Inspired by the country's **National Digital Literacy Mission**, Promega India held a workshop to teach elderly citizens digital literacy skills, enabling them to participate in activities such as online shopping, bill paying and scheduling medical appointments.

Promega UK supported initiatives benefiting the **Trussell Trust** network of foodbanks and the **Toilet Twinning** project to provide clean water, toilets, and hygiene kits to people in the world's poorest countries. The Promega UK marketing team volunteered to plant over 100 new shrubs (in temperatures over 30°C!) in the Meerkat enclosure at **Marwell Zoo**.

The Protein Purification group at Promega Madison volunteered at **Second Harvest** foodbank, collected food and personal hygiene products for **Green Cares** food pantry and participated in the **Go Orange** campaign to help bring attention to Hunger Action Month (September).

Several employee teams volunteer to pick up trash periodically along a roadway near Promega Madison's main campus for the **Adopt-a-Highway** program.

Promega Operations employees donated lightly used safety glasses and safety-toed shoes to **Operation Fresh Start**, a Madison non-profit that supports emerging adults through education, mentoring, and employment training.

To honor the legacy of Martin Luther King Jr., the Product Finishing leadership team hosted a food drive and volunteered at **The River Food Pantry**.

LEFT: Promega Italia food drive; TOP: Promega Madison roadway cleanup.
BOTTOM: Promega India digital literacy workshop.





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. 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). The facility is licensed for 150 children and has served more than 2,000 families since it opened. Promega founded Woods Hollow in 1991 and has provided ongoing support ever since. Learn more at: woodshollow.org

Over

2,000

families served





Encouraging Creativity

Scientists are charged to seek what is unknown and answer questions designed to improve quality of life. Creativity is central to this process. As such, art – both in observing and creating – reenergizes an imagination that inspires scientific pursuit.

The **Promega Art Showcase** reopened in 2022 following a two-year hiatus during the COVID-19 pandemic. The summer showcase featured painter Derrick Buisch and painter and textile artist Bettina Madini in an exhibition titled “A Vibrant Welcome Back!” The Promega Art Showcase is located in the Biopharmaceutical Technology Center and is open to the public.

The **2022 Employee Art Showcase** highlighted Promega artwork from all over the world. Employees and their families submitted digital images of the numerous ways they have been connecting during the global pandemic. Learn more at: promega-artshow.com

The **University of Wisconsin-Madison Cool Science Image Contest** celebrates the art of science. Promega sponsors the contest and provides gallery space for the winning images. Images honored in 2022 were some of the most diverse representations of science in the contest’s 12-year history, including a quilt organized around a mathematical theorem, a painting depicting the migration of zooplankton and lung X-rays rendered by artificial intelligence as classic works of art.

Promega GmbH launched an exhibition titled “**Art from Us for Everyone**” in the atrium of their Walldorf offices. The exhibit started with paintings created by one German employee and the branch is accepting art submissions from throughout the company.

Promega AG hosted the **Swiss Art + Science Competition** to recognize the beautiful images created in life science research. The winning image shows a group of baby squid changing colors.

LEFT: Promega-sponsored quarterly art showcases are open to the public.

TOP: Artwork created by a Promega employee for new workspace occupied by Promega Technical Services Scientists.

BOTTOM: A 2022 winner of the University of Wisconsin-Madison Cool Science Image Contest.



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, 2022 to December 31, 2022. This is the fifteenth Promega report in this area following the initial report released in 2009. This process of reporting will continue annually in the future. 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 Guidelines** 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 opportunities. Our current process captures information on a wide range of indicators but we recognize that there is still 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 2022 Greenhouse Gas Conversion Factors** and have incorporated the new methodology for emissions for air freight that include radiative forcing. Lastly, the **Environmental Defense Fund's Paper Calculator** has been used for calculating the life cycle impacts of our paper usage. 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 2022 we had no incidents or issues in the following areas:

- Environmental fines or sanctions (G4-EN29)
- Incidents of discrimination and action taken (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.

Key Indicators

Economic	2008	2016	2017	2018	2019	2020	2021	2022
Number of Employees	958	1,440	1,483	1,601	1,696	1,827	1,908	2,042
Building Footprint (Square Meters)	66,991	104,601	107,241	107,941	110,685	112,852	137,254	141,275
Number of Global Locations	16	19	19	19	19	19	19	19
Percent of Revenue Invested in R&D	10%	10%	11%	11%	12%	7%	9%	9%
Environmental								
Greenhouse Gas Emissions (Tons of CO ₂)	22,397	38,983	39,154	42,291	42,010	44,538	50,652	48,052
Emissions Per Million in Revenue (Tons of CO ₂ /Million Dollars)	111.1	106	99	99	92	59	67	63
Emissions Per Building Footprint (Tons of CO ₂ /Thousand Sq. Meters)	334.3	373	365	392	380	395	369	340
Energy Consumption								
Electricity (kWh)	16,880,814	29,915,213	29,263,972	31,352,221	30,827,243	31,569,224	39,604,851	42,428,611
Natural Gas (Therms)	683,201	1,246,266	1,313,131	1,408,187	1,376,992	1,461,006	1,650,126	1,798,523
Water Consumption (Liters)	53,909,442	122,648,487	121,627,418	121,472,799	113,552,272	124,286,599	182,849,803	192,437,572
Solid Non-Hazardous Waste (Cubic Meters)	7,884	11,912	13,947	15,751	15,659	20,307	22,632	22,891
Incinerated (Cubic Meters)	249	163	162	174	133	115	111	120
Land Filled (Cubic Meters)	3,973	5,752	5,854	6,528	6,331	6,666	8,239	8,928
Recycled (Cubic Meters)	3,661	5,996	7,932	9,049	9,195	13,527	14,281	13,842
Chemical Waste (Kilograms)	65,950	92,444	104,104	94,099	117,127	157,805	85,919	79,250
Infectious Waste (Kilograms)	4,226	9,527	10,446	11,681	12,241	11,018	12,305	11,575
Social								
Women	46%	48%	47%	47%	47%	48%	48%	48%
Women in Management Positions	42%	42%	43%	43%	43%	42%	42%	42%

GRI Index

We are committed to transparent reporting on our environmental, social and economic performance. This report uses Standard Disclosures of the Global Reporting Initiative (GRI). The following table has been developed to help users locate specific information in the report.

Content	GRI Section #	Page 3
CEO Letter	2-22	3

Corporate Mind	GRI Section #	Page 5
Our Story	2-1, 2-6, 2-9, 2-12, 401-1	6
Purpose, Vision and Values		10
Investing in a Sustainable Future	203-1, 203-2, 204-1	11
Supporting Scientific Discovery	201-1	11
Prioritizing People, Planet and Place	2-23, 204-1, 205-2, 405-1	12
Advancing Diversity		13
Respecting Human Rights		14
Aligning Values for Employees and Suppliers		14

Product Reach	GRI Section #	Page 15
Overview		15
Providing Tools to Support Science		16
Supporting and Servicing Our Products	416-1	23

Planet Aware	GRI Section #	Page 25
Overview		25
Challenge: Climate Change	305-1, 305-2, 305-3, 305-4, 305-5	26
Building More Efficient and Sustainable Facilities		27
Optimizing Efficiency at Existing Facilities		27
Expanding Use of Renewable Electricity	302-1, 302-3, 302-4	28
Educing Effects from Product Design and Distribution	302-5, 305-3	29
Reforestation and Carbon Sequestration		31
Transitioning to Electric Vehicles	305-3	32
Challenge: Plastic Pollution		33
Expanding Recycling	306-2, 306-4	33
Packaging Sustainability	301-1, 301-2	33
Challenge: Fresh Water Scarcity	303-5, 304-3	34
People Care	GRI Section #	Page 35
Overview		35
Nurturing and Environment the Enables Self-Actualization		36
Honoring the Value and Dignity of All Individuals		37
Prioritizing Employee Health & Well-Being	201-3, 401-2, 401-3, 403-1	39
Supporting Growth & Development	404-2, 404-3	42

Community Touch	GRI Section #	Page 45
Overview	203-2	45
Supporting Young Scientists Around the World	413-1	46
Advancing Cutting-Edge Research	413-1	50
Supporting Our Global Communities	413-1	51
Encouraging Creativity	413-1	54
Additional Information	GRI Section #	Page 55
Report Parameters	2-2, 2-3, 2-4, 2-27, 307-1, 417-2, 417-3	56
Key Indicators		57
GRI Index		58

Figure 1:

Carbon Footprint *Tons of CO₂ Per Million USD*

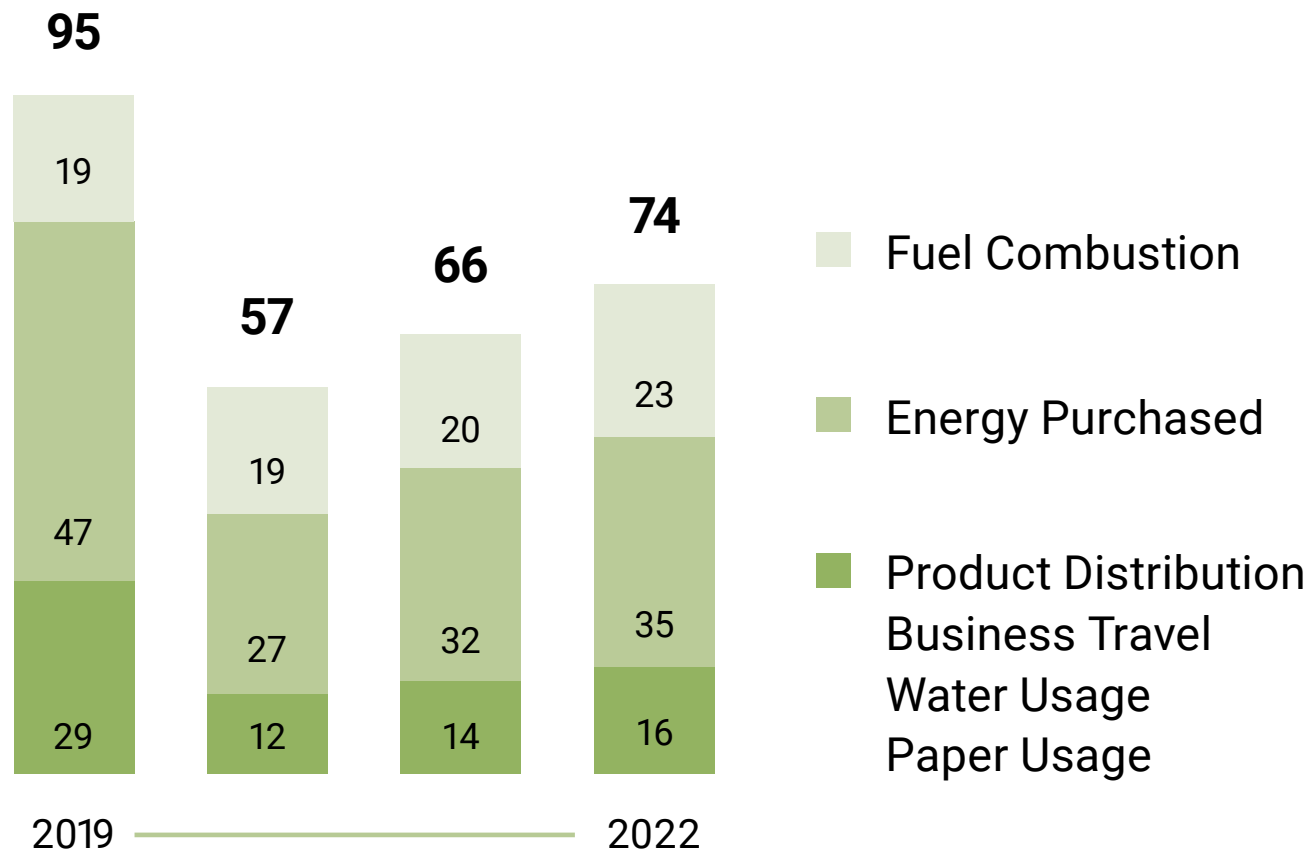


Figure 2:
Renewable Energy Usage *Millions of kWh*

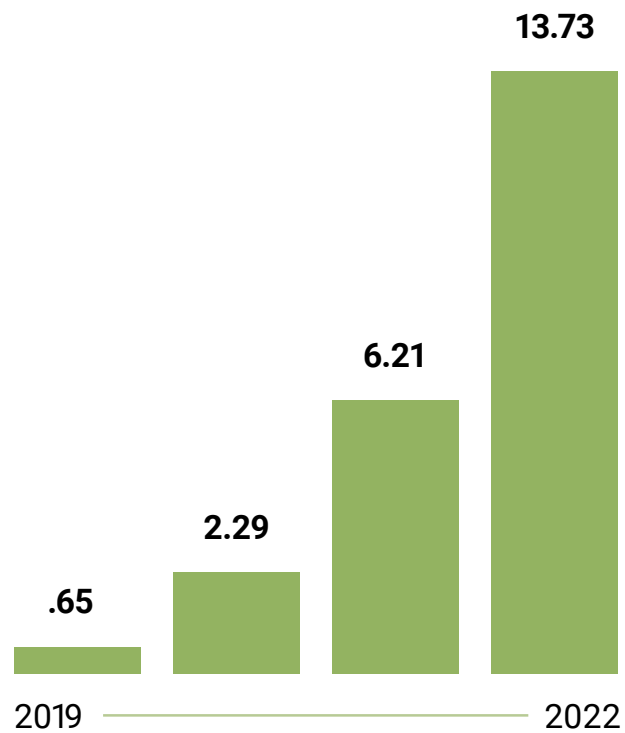


Figure 3:

Electricity *Thousands of kWh Per Million USD*

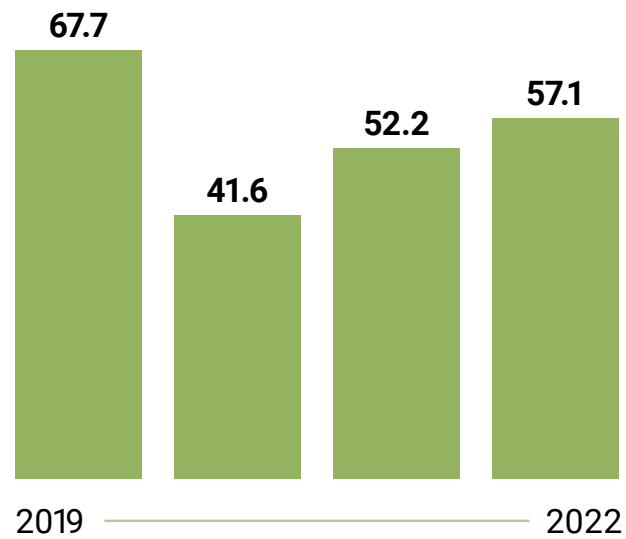


Figure 4:

Water Usage *Thousands of Liters Per Million USD*

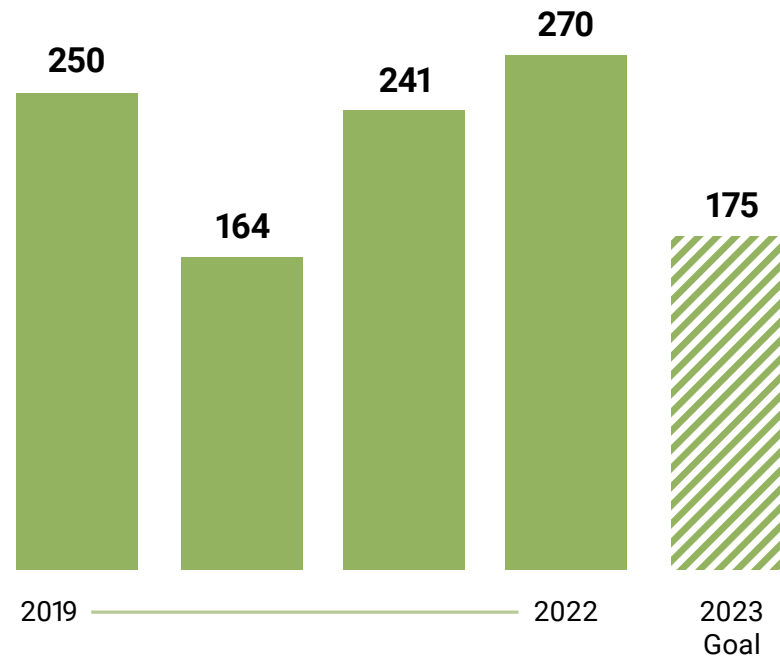


Figure 5:

Waste & Recycled *Cubic Meters Per Million USD*