

# 2018

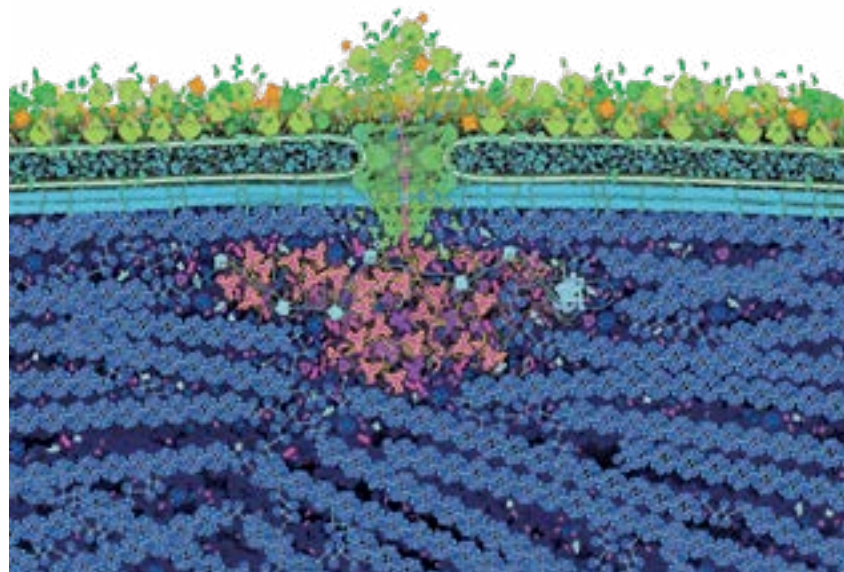
Corporate Responsibility Report

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Cover Art: Original watercolor by David Goodsell for Promega inspired by the Central Dogma of biology, the flow of genetic information, playing out in a portion of a human cell.

*"I have always hoped that my illustrations spark excitement about the subcellular world, and help us understand the unfamiliar structures and processes that bring our cells to life."*

- David Goodsell

All chapter images also by David Goodsell, the Scripps Research Institute.



## Overview

Ten years ago Promega formalized a long standing philosophy of good corporate citizenship with the release of our first sustainability report. Using the highly regarded Global Reporting Initiative, we began to fully capture and measure our commitments to people, planet and the communities in which we work. Looking back, we realize the value of this transparency in elevating awareness and catalyzing improvement efforts. This increased sensibility has been embraced in all aspects of our business today and at all our global locations as illuminated in the following pages.

As we look to the future, we continue to view corporate responsibility as a holistic measurement of success and a source of inspiration.



## Letter from the CEO

This year, Promega celebrates its first 40 years. And while we've landed in places unimagined four decades ago, there's been a common theme in our work that revolves around relationship. In the following pages, we highlight the significance we place on building relationships in all areas – with our customers and suppliers, in our communities, our environment, through collaborative innovation and services. Whether it is preserving what we have, energizing what's endangered or fostering a vibrant future, it starts with an understanding and a connection to something outside ourselves.

At Promega the connection starts with employees. They value what it means and what it takes to make meaningful connections. They have the curiosity to take a unique path that responds to a unique need. It's why our HR team took their leadership training program to a customer in Italy when asked to work with young scientists. It's why our internal programs for emotional and social intelligence can't keep up with employee interest. And it's why we started a Caregiver program that allows employees to take a leave of absence to care for the life-changing events that happen in all our families. Honoring these relationship to our customers, our employees and our families bring unimagined vibrancy into the workplace.

In all these cases, these initiatives started with an individual who had an idea that he or she was passionate about. Usually the ideas were unconventional and some might say costly. And yet, we let go of conventional approaches and support the enthusiasm of these individuals. Interestingly, an ironic thing starts to happen...It seems the more we open up to our individual passions and let go of a singular approach, the more connected we become to something that brings meaning to all of us.

So more than any product, technology, or market in guiding our path, we continue to look toward relationship as our North Star to a fulfilling future.



A handwritten signature in black ink that reads "Bill Linton". The signature is written in a cursive, slightly stylized font.

William A. Linton,  
Chairman and CEO



Promega

# Corporate Mind

2018 Corporate Responsibility Report

# Corporate Mind

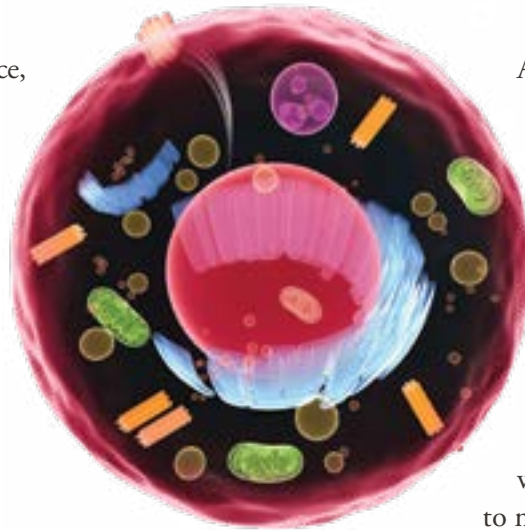
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**It seems the more we open up to our individual passions and let go of a singular approach, the more connected we become to something that brings meaning to all of us.**

Bill Linton, Chairman and CEO

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As Promega celebrates 40 years of supporting science, we reflect on how we can continue contributing to the advancement of science for improving life around the globe. In a rapidly changing world, we look for qualities that stand the test of time—the sense that we can seek and create purpose and meaning for ourselves as individuals, as an organization and in the larger community of customers, suppliers and stakeholders.

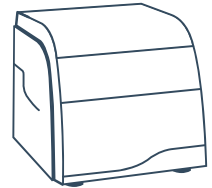


We use an image of an animal cell to represent corporate organization because the cell represents non-hierarchical, interdependent structure.

At Promega, our business is life science, but our lives are fueled by curiosity and life-long learning. We see this curiosity appear in countless forms across our global organization. Founded in 1978, our company is headquartered in Madison, WI, USA, with sales branches in 16 countries, more than 50 global distributors, and three global manufacturing locations. Promega is governed by a Board of Directors, while daily operations are led by the Corporate Leadership Team and global Branch Managers. This diverse group brings wide-ranging expertise and unique cultural experience to management decisions.

CELEBRATING OUR FIRST  
**40** YEARS  
**Promega**  
1978 – 2018

over **4,000** products



**1,483** employees



Sales branches in **16** countries

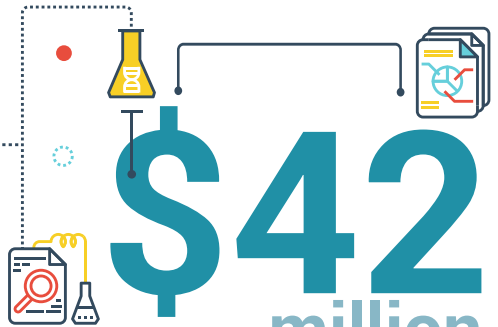


**1.1 million**

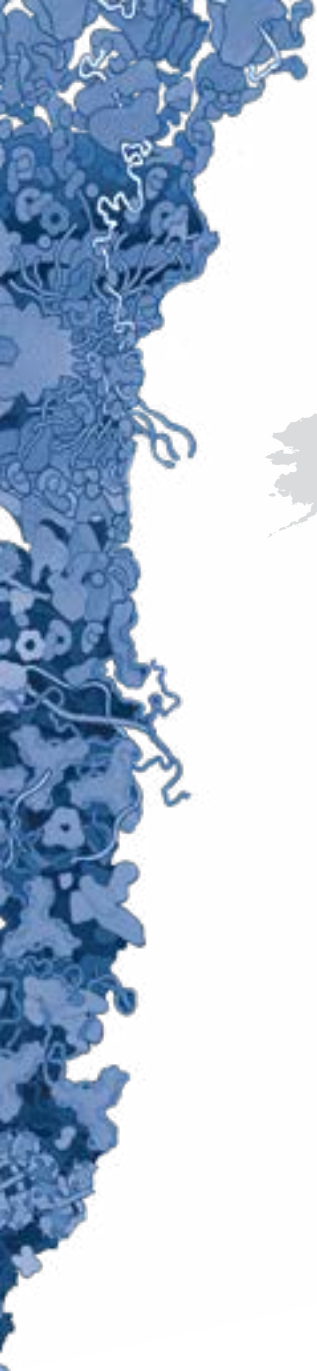
square feet of facilities



**\$42 million** invested in research & development







  
**Promega  
Headquarters**

  
**Promega  
Manufacturing  
Facilities**

  
**Branch Office**

  
**Distributor**

## 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 all constituencies 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 make possible increasingly 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 includes all life and moves us to act on the knowledge that we are all interdependent.

Developing innovative small molecules at  
Promega Biosciences in California



## Values

Promega continues to reflect a set of living values that include:

- Contributing to the advancement of science for improving life in the global community.
- Appreciating that we operate as an adaptable living organism in which each element and human contribution are a vital part of a whole, 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 are places to cultivate wholeness and wholeheartedness 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.

As a business focused on the long-term, we appreciate the importance of maintaining meaningful dialogue with all our stakeholders—customers, employees, suppliers, community and shareholders. In 2017, we initiated a self-reflective pilot project to better understand the importance of material issues to our stakeholders and their organizations. Consistent with the GRI (Global Reporting Initiative), the Promega 360 Pilot Project has provided valuable input and perspective on how our organization impacts and aligns in key areas of importance. We will continue to seek this type of reflective feedback and dialogue in the year ahead.

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**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 all constituencies and create intelligent life-science solutions.**

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## Investment in the Future

We at Promega believe that a sustainable organization must evolve as the world and customer needs change. As a result, we look at human needs in an effort to anticipate our customers' needs while providing an inspiring place for employees to work and supporting the communities in which we live. We are committed to building a long-term sustainable future through investments in innovation, people, products and services, infrastructure and community outreach.

This commitment is evidenced by our investment in scientific innovation, expansion of global facilities and developing our technical and leadership capabilities. The focus in these areas allows us to continue to meet customer needs and generate increased value.



## Effects of Products and Innovation

We provide innovative solutions and technical support to researchers, technicians and analysts in life sciences, industry and government. Over 4,000 catalog and additional custom products enable customers worldwide to advance knowledge in the fields of genomics, proteomics, cellular analysis, molecular diagnostics, human identification and applied biotechnology. In 2017, product revenue reached roughly \$400 million. The Product Reach section of this report expands on how our products benefit human health and advance the scientific community.

Our growing investment in innovative research resulted in 61 new patent filings in 2017, bringing our intellectual property library to over 370 granted patents and nearly 225 pending patents. In addition, 22 new products were launched fulfilling customer needs by:

- Aiding development of antibody-based treatments.
- Advancing forensic DNA testing.
- Improving methods for study cellular changes.
- Optimizing research in clinical labs.
- Expediting food safety testing.

'The Scientist' named HiBiT Protein Tagging System as a 2017 Top 10 Innovation. Learn more about this technology and how our customers are applying other Promega technologies to develop vaccines and predict reactions to immunotherapy in the Product Reach section.

## Investments in People and Place

In 2017, Promega global facilities exceeded 1.1 million square feet or 110,000 square meters. Exciting branch expansion in the UK and Germany is well underway. Using sustainable design approaches, these new facilities will provide creative workplaces and healthy spaces for our employees, customers and community outreach. In addition, two new significant projects commenced: a state-of-the-art organic chemistry research & manufacturing facility in San Luis Obispo, CA, and a world-class research building in Madison, WI. Currently in design phase, these buildings will likely add 300,000 ft<sup>2</sup> or 28,000 m<sup>2</sup> to the Promega footprint when completed in the next few years. For details on the expansion and environmental effect and reduction in carbon emissions, see the Planet Aware section of this report.

Promega reduced carbon emissions by 6% as indexed to revenue in the last year. Learn more about our commitments to energy efficiency, sustainable design, resource conservation and much more in the Planet Aware section.

The Feynman Center has a living wall to bring the outdoors inside and provides a stimulating workspace for employees.



## Conscious Leadership

At the heart of science is the understanding of the interdependent, complex and dynamic nature of systems. With a headcount nearing 1,500 individuals worldwide, this complexity is increasingly true at Promega as well. In rapidly changing environments, our leadership must have the latent capacities of mind and heart to flourish. We are actively and continuously developing an organizational environment that fosters the formation of deep personal connections, creates trust in the face of ambiguity to encourage conscientious and courageous action, and supports the simultaneous use of intuition and intelligence in developing vision and outlook. Ultimately we also want to provide space in which everyone has an opportunity for self-awareness, personal transformation and professional development. The People Care section of this report expands on ways that Promega invests in our people and focuses on strengthening relationships.

An active and continuously developing Emotional and Social Intelligence (ESI) initiative emphasizes connection and encourages employees to become their best self. Shanghai Promega is one location that educated employees on ESI in 2017. Learn more about all the ways Promega supports employees in the People Care section.



## Valuing Diversity

Promega believes in and practices equal opportunity and affirmative action. As a global company, we acknowledge and honor the fundamental value and dignity of all individuals and pledge ourselves to creating and maintaining an environment that respects diverse traditions, heritages, experiences and perspectives. With offices in 16 culturally diverse locations, the organization benefits from the unique cultures and experiences of all employees. Women represent approximately 48% of employees worldwide and occupy 43% of management positions.



Promega general managers at the Leadership Forum.

## Respecting Human Rights

As a member to 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 in how our business develops productive relationships around the world to continue working cooperatively among different customs and cultures. Issues that we take very seriously include:

- Protecting children from exploitation.
- Protecting all workers from compulsory labor.
- Paying at least minimum wages.
- 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.

## Prioritizing Anti-Corruption

Promega aims to operate with the greatest integrity and has zero tolerance for corruption or bribery. This commitment to anti-corruption is communicated to all employees in a Code of Conduct and training is provided to managers and employees in purchasing or sales.



## A Broader Sense of Place

At Promega, we think of place as the integration of work, home and community. In addition to supporting employee community engagement, we focus on outreach in education, science and creativity. Stories showing our commitment to the communities in which we work are shared in the Community Touch section of this report.

“The Promega in Action program greatly benefits employees by providing time for them to connect with communities and fulfill roles outside of the scope of their everyday lives. I volunteered with a nonprofit afterschool center in Nairobi, Kenya, to provide hands-on science workshops for youth, exploring topics such as pH, heat exchange and aerodynamics. My Promega in Action experience left me feeling grateful, connected creatively inspired and reenergized.” Learn more about the ways we give back in the Community Touch section.



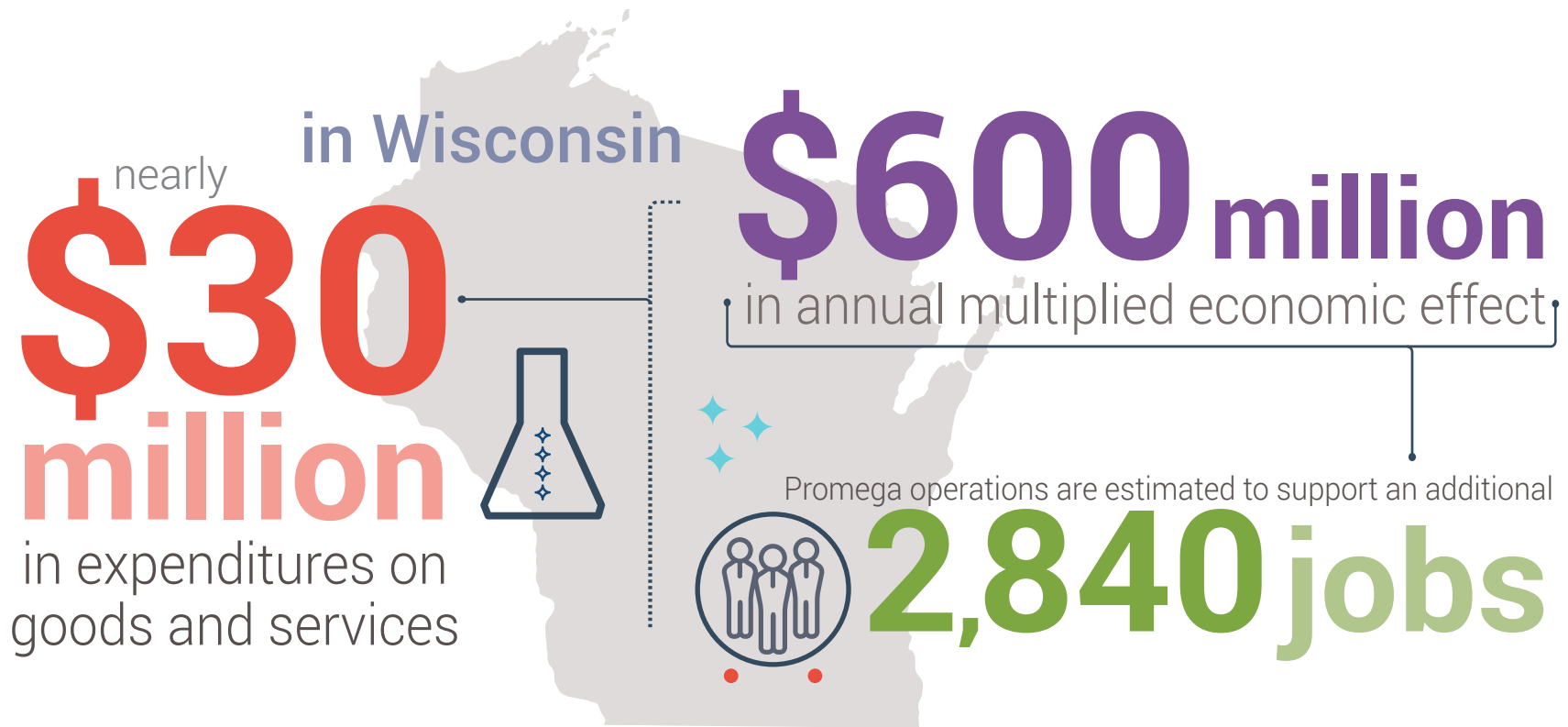
## Aligning Values Throughout the Supply Chain

Promega recognizes the effect and importance that suppliers have in the scope of our Corporate Responsibility, and forms partnerships with companies who have similar commitments. Our Supplier Code of Conduct outlines our 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.

## Our Economic Benefit

Growth and success of any business, especially one the size and scope of Promega, has a positive ripple effect on the communities in which it operates. In the state of Wisconsin alone, a third party economist has estimated our multiplied annual economic impact at more than \$600 million. This analysis accounts for direct, indirect and induced Promega effect from job creation to expense of goods and services.

Mindful focus on building a long-term sustainable organization, along with continued investment in infrastructure, will enable Promega to meet the rapidly changing needs of the scientific community.



# Product Reach

2018 Corporate Responsibility Report

# Product Reach

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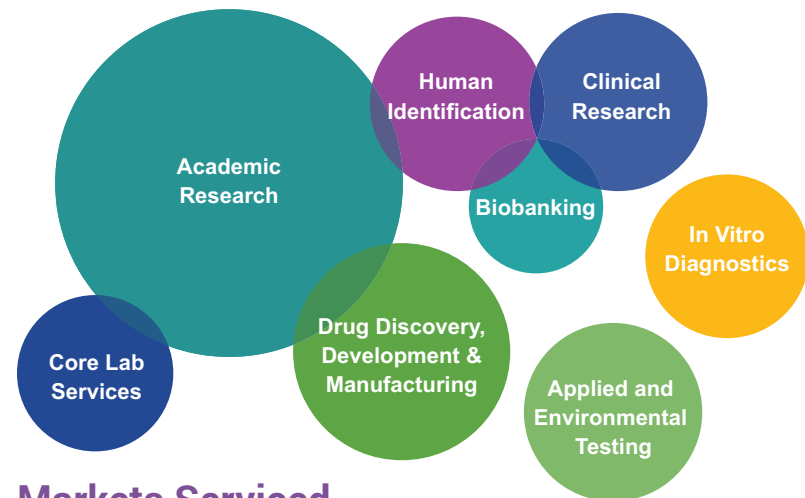
The culture of Promega fosters scientific curiosity, creativity and collaboration to create innovative tools that enable scientists to continue to expand our understanding of the world. Our people are passionate about their work because they know what they do matters; whether it is developing a new technology, answering a product question, or making sure product is always available when needed.

Sharon Sheridan, Director, Genetic Identity

”

Science is always evolving, so the needs of our customers are always changing. Developing the innovative solutions customers need begins with one crucial skill: listening. The solid relationships we build with our customers, taking the time to truly understand their work, allows us to anticipate their needs and problem solve together. Scientists, technicians and analysts use our products and technical expertise every day in laboratory and industrial settings around the world. Our alliance with them, coupled with determined scientific exploration and flexible manufacturing capabilities, enable us to support our customers in their important work to improve the world in profound ways using science.

With high-quality, reliable tool kits at their disposal, researchers have more freedom to focus on specific questions at the forefront of scientific discovery or clinical practice. The end result is better science, using better tools, for faster answers.



## Markets Served

## Customer Focus

### Forensics and Paternity Laboratories

Forensics and paternity laboratories deal with tremendous caseloads and tight turnaround times. Dependable results, throughput and reliable product supply are critical in this setting. These labs use limited, and often challenging samples, to develop law enforcement leads from crime scenes. Sexual assault evidence kit backlogs and property crime samples are some of the more challenging samples for labs to process. Promega offers a menu of tools for forensic and paternity labs for each step in the forensic workflow, from pre-processing and differential extraction to quantification, STR amplification and analysis. The new Promega custom Casework Direct Kit is designed for rapid processing of swabs from casework samples, cuttings of sexual assault swabs or stained fabric prior to quantifying human DNA. The streamlined protocol will enable crime labs to more efficiently and effectively address these difficult samples.

In addition, forensics and paternity labs help bring closure to families whose loved ones are missing or lost in mass disasters, and even help exonerate those who have been wrongly convicted of a crime. Researchers and analysts need to know that they will get optimal and reliable results from the valuable and often irreplaceable samples.

The Spectrum CE System will offer more efficient STR analysis and enhanced workflow flexibility.

Launching soon, the Spectrum CE System, built with input from analysts throughout the field, will enable more efficient STR analysis and enhanced workflow flexibility. More than ever before, labs will be able to receive more information from challenging sample types, save time with increased sample processing capacity, and experience the flexibility to add samples during runs. All of this will be available with the same high level of service and support that customers have come to expect from Promega.

We have worked with forensic and paternity laboratories for more than 30 years and support their challenging workflow by providing products for efficient DNA extraction through discriminating STR analysis.



### *DNA Profile of 'The Beauty Queen Killer'*

Christopher Bernard Wilder, known as The Beauty Queen Killer, murdered at least eight women and girls during a cross-country crime spree in the mid-1980s. Posing as a photographer, he lured his victims with promises of modeling careers. He was eventually shot and killed following a massive manhunt, but his story doesn't end there. Investigators believe he may be responsible for at least ten more unsolved murders from New York to Florida, and now they are applying the newest technology to old evidence to help them prove it.



In 2017, Wilder's genetic profile was uploaded for the first time into the national CODIS (the Combined DNA Index System) database so his DNA can now be compared to evidence in cases across the country. To accomplish this, forensic scientists at the Palm Beach County Sheriff's Office used two Promega Genetic Identity products, the PowerQuant® System and PowerPlex® Fusion System, to help them obtain a DNA profile from evidence in a 1980 rape case to which Wilder had plead guilty and served five years' probation. Samples from this evidence were shown to have a high amount of degradation.

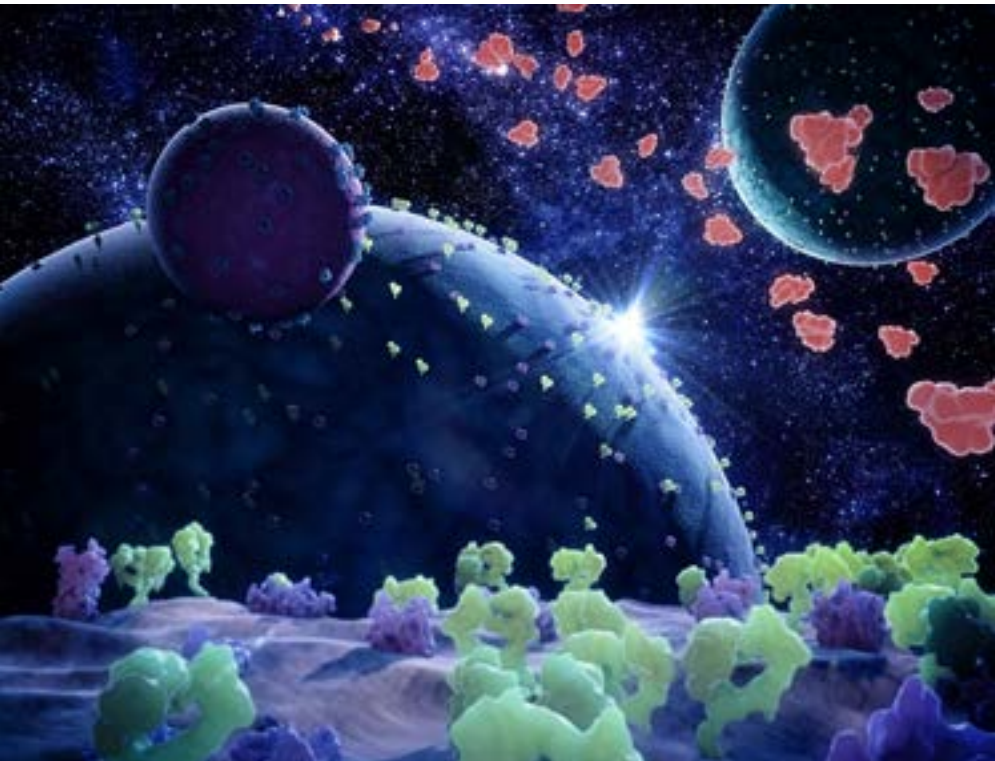
"We didn't expect to get anything at all from the DNA profile... We were definitely surprised by the results we obtained," says scientist Alyse Yacovone-Margetts, who assisted on the case.

With Wilder's DNA profile now in the national database, investigators have one more piece of information to possibly bring closure to loved ones of some of these victims. Credit is due to the determined detectives and skilled forensic scientists, but Brandy Plean, who completed all of the DNA interpretation for the case, also gives a nod to the Promega products for yielding such complete results.

"I definitely think both of these products helped with this case because you just have more information in general about your sample."

## Government and Academic Research Laboratories

Basic researchers in leading academic laboratories and government research centers are focused on new discoveries in biology. Although much of their work can lead to drug development programs, for example, by discovering novel protein targets, it takes many years for this to come to fruition. Researchers in academia and government need the best, most sensitive research tools available so that they may test their hypotheses. The required tools are often the newest available and can be more complex than those used just five to ten years ago. From routine to more focused applications, Promega continues to develop improved technologies for nucleic acid purification and PCR, as well as advanced assays for cellular biology and protein manipulation.



HiBiT Protein Tagging System Universe

## Understanding Appetite

What makes us hungry? What satisfies our hunger? The complex cellular processes controlling appetite begin when hormones such as ghrelin, melanocortin and others interact with cell surface receptors in the brain, initiating signaling pathways that stimulate or suppress appetite and prepare the body for digestion, resulting in the storage or release of energy from food.

It is in the intricate details of these pathways that some researchers hope to find solutions to the problems of obesity and diabetes. Dr. Julien Sebag and his lab at the University of Iowa Carver College of Medicine study cell surface receptors and accessory proteins in the brain that signal hunger, communicate “fullness”, and control energy balance—the processes that tell us when we need to eat, cause us to stop eating when full, and stimulate the body to produce and store energy. With this knowledge, scientists hope to identify drugs for treatment of obesity and diabetes.

Dr. Sebag’s lab used the HiBiT Protein Tagging System to investigate the role of the accessory protein MRAP2 in modulating the availability of the ghrelin hormone receptor. Traditionally, they would have used an antibody-based method (ELISA) to monitor this type of interaction, but they have found that HiBiT tagging offers a more sensitive, less variable and faster way to detect receptor changes. As a result, Dr. Sebag discovered MRAP2 is essential for sensing starvation and is required for the action of the “hunger hormone” ghrelin

“HiBiT really represents a breakthrough in the way we measure protein trafficking or protein secretion”

## Pharmaceutical and Biotechnology Industries

Scientists developing small molecule drugs within the pharmaceutical industry need reliable assays and reagents because they can screen >100,000 compounds in a single run. Successful screening demands minimal intervention (e.g., plate washes, multiple liquid transfers, etc.) to avoid experimental variability, offering high reproducibility. The in vitro data should predict in vivo results so that expensive failures such as false positives and off-target effects are avoided—the fail early model. For many drugs, the targets are not known and the challenge is identifying the specific target of the small molecule, which produces the desired result. Using the Promega NanoBRET™ Target Engagement Assay, researchers can quantitatively measure the interaction between a molecule and a protein in live cells. In some cases, you can measure these interactions in real-time, observing not only the formation of the interaction but also the dissociation of the partners. Similar technology allows researchers to specifically label proteins via CRISPR knock-in as well as study protein degradation.

Scientists in the biopharma industry need the best analytical tools to functionally and structurally characterize large molecule “biologic” therapeutics. Promega has a suite of bioluminescent, cell-based reporter bioassays that are used in the discovery and development phases of biologics. Immuno-oncology has become a hot research area representing a more targeted approach in the fight against cancer. Cancers have developed multiple ways to evade the human immune system and immuno-oncology can beat cancer at its own game. We have a rapidly expanding portfolio of reporter bioassays for immune checkpoints, key nodes in the pathways of multiple cancers. In addition, Promega has generated many proprietary enzymes used in the structural characterization of biologics by mass spectrometry.

## Advancing Vaccine Development

Influenza, commonly known as “the flu”, is an infectious disease caused by a virus. Influenza spreads around the world in a yearly outbreak, resulting in about three to five million cases of severe illness and about 290,000– 650,000 respiratory deaths. The influenza vaccine is recommended for high-risk groups, such as children, the elderly, health care workers and people with certain chronic illnesses. However, due to the high mutation rate of the virus, the required influenza vaccine composition is reviewed each year and needs to be reformulated often, based on the strains of virus predicted to be most prevalent in the following year. The holy grail of influenza vaccinology is developing a universal vaccine that protects against a wide range of virus strains and subtypes, thereby eliminating the need for seasonal vaccine reformulation and providing an effective defense against viruses with pandemic potential.

Generating antibody-dependent cellular cytotoxicity (ADCC) responses appears to be an important mechanism by which vaccines confer protective immunity against viruses such as influenza. Working towards the development of a universal flu vaccine, researchers at Janssen Pharmaceutical, Infectious Diseases and Vaccines use the Promega ADCC Reporter Bioassays to help select vaccine candidates for broad protective immunity. In similar studies, researchers across the globe are using the ADCC Reporter Bioassays to develop vaccines against HIV, herpes simplex virus, zika virus and ebolavirus.

## Clinical and Molecular Diagnostics Laboratories

Molecular diagnostic laboratories rely on access to high-quality, consistently performing products in their assays. Promega manufactures reagents under a rigorous quality program that contributes to robust and reliably performing molecular assays. Products are manufactured to the highest quality standards through maintenance of ISO 9001 and ISO 13485 certification as well as enhanced capabilities for cGMP manufacturing. The Promega PCR Optimization Kit, launched in 2016, allows customers to rapidly define their own unique PCR master mix for a variety of applications in research or clinical use. This is just one example of how we can provide flexible solutions with product customization options to meet clinical laboratory or IVD manufacturers' needs.



Representation of how advances in immunotherapies based on individual needs can clarify treatment plans.

“

**As market demands evolve, Promega continually excels at responding to customer needs by adapting our highly innovative product platforms. Our reagents in the market today are best in class and are targeted to support diagnostic, therapeutic and forensic workflows globally, which allows for us to have greater impact on human health in novel and unique ways year after year.**

Heather Tomlinson, Director, Clinical Diagnostics

”



### ***Predicting the Response To Immunotherapy***

While significant strides in cancer treatments have been made, there are still many who are diagnosed with certain types referred to as ‘death sentences’. Recently though, new studies in these fields are proving that may not always be the case—results are showing that select cancer groups may have the keys for treatment in their genetic makeup. Here are some excerpts from one of the breaking news stories in 2017.

*“The results, published on Thursday in the journal Science, are so striking that the Food and Drug Administration already has approved the drug, pembrolizumab, brand name Keytruda, for patients whose cancers arise from the same genetic abnormality.*

*...After taking pembrolizumab, 66 patients (of 86 in the trial) had their tumors shrink substantially and stabilize, instead of continuing to grow. Among them were 18 patients whose tumors vanished and have not returned.*

*It is the first time a drug has been approved for use against tumors that share a certain genetic profile, whatever their location in the body. Tens of thousands of cancer patients each year could benefit.”*

*-New York Times ‘Cancer Drug Proves to Be Effective Against Multiple Tumors’, June 8, 2017*

This *New York Times* article, as well as others, highlight fascinating studies that use a simple test Promega manufactures for identifying genetic mutations. In 2017, our product made significant strides forward with the FDA, including multiple pre-submission meetings, planned analytical and clinical studies, all with the focus towards making our commercially available for research use Microsatellite Instability (MSI) assay an in vitro diagnostic product.

In research studies and clinical trials, our MSI assay has been useful in predicting a patient’s response to immunotherapy—a treatment gaining traction for those with certain forms of advanced cancer in which chemotherapy is not effective. Previously, treatment for tumors focused on the location within the body while immunotherapy effective in MSI tumors works by understanding genetic features within a tumor. By zeroing in on these genetic features, oncologists and pathologists are able to more accurately target immunotherapy.

“

**Who could imagine a NASA-funded effort to develop a tool (MSI Analysis System) for monitoring the effects of radiation on astronauts would become a critical tool in understanding cancer right here on planet Earth?**

Bob Bulleit, Director, Research and Development

”

## Applied Biotechnology and Agriculture

Today, biotechnology tools once used solely by researchers are used in applications to test food and water. Applications include tests for purity, bacteria and other elements to ensure safe products and authenticate quality claims.

For plant and food analysis, we provide sample preparation tools that can be used to extract DNA for use in pathogen and GMO testing for nearly all food matrices. Promega DNA purification chemistry is considered to be a reference standard in authenticity determination of meat products, and has been used by the European Union Reference Laboratory for Animal Proteins in feeding stuffs (EURL) to develop a Standard Operating Procedure for the extraction of DNA for downstream PCR-based detection methods for food testing. In addition, the Maxwell® RSC PureFood Kit was recently selected by the European Reference Laboratory on GMO Food and Feed Testing for developing new SOPs for food DNA extraction.

In water and hygiene analysis, our ATP bioluminescence expertise is already very well adopted. Several groups have published methods using the BacTiter-Glo™ luminescent ATP-based assay for assessing water quality and biofilm formation. The Water-Glo™ luminescent ATP-based assay builds on this with new applications to detect microbes in seawater desalination, drinking water and other industrial process applications to reduce energy consumption and improve plant operational efficiency.

The tools offered by Promega make microbial contamination detection in crude oil and heavy fuels possible, thus reducing the use of bactericidal chemicals in those processes. The number and variety of projects is expanding significantly in areas such as minerals, microtox or dairy product testing, and continues to grow as the quality of Promega products gains more and more visibility.

## Supporting Efficient Energy Generation

The Northern Indiana Power Public Service Company (NIPSCO) serves the electric power needs for almost 500,000 residents of northern Indiana. NIPSCO had been searching for an effective method for monitoring the biological quality of the water they use for cooling at an electricity generation plant. They had been using other tools, but were not getting effective or timely results. NIPSCO needed the monitoring because the cooling water comes from a local river, which empties into Lake Michigan. The water quality varies significantly, including microbial load, due to seasonal effects and agricultural runoff, leading to use of biocides and other chemicals to treat water. Proper water control means there is reduced or controlled corrosion within their systems, and that problematic pathogens, such as *Legionella*, are unable to proliferate and infect people who are downwind of the aerosolized cooling tower water.

NIPSCO achieved more control of water quality by adopting on-line measurement of ATP (AppliTek EZ-ATP using Promega Water-Glo™ reagents) that provides effective and continuous monitoring. Using the on-line EZ-ATP analyzer led to development of more effective biocide dosing. Looking forward, NIPSCO can now respond to changing water conditions more quickly, as the online analyzer can continuously monitor the cooling water and become proactive in controlling the efficiency of electrical power generation.

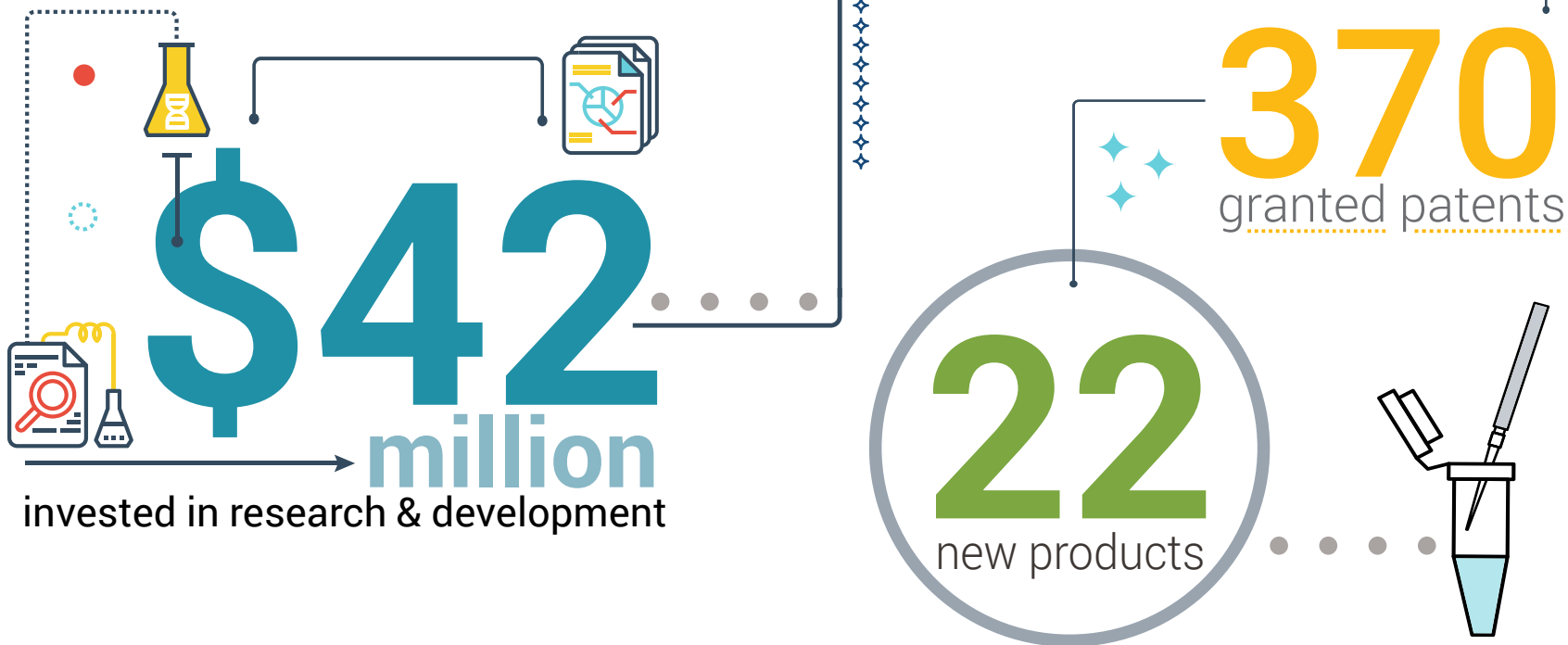


AppliTek EZ ATP analyzer

## Investment in Innovation

To sustain our contributions to scientific exploration and application, we will continue to invest in the development and discovery of new technologies. In 2017, we invested over \$42 million (US) in research and development, and filed 61 new patent applications. Promega has an extensive intellectual property portfolio because of our sustained global investment in research and development.

We also work with academic institutions and other entities to license and develop promising technologies.



## Quality Process and Product

Promega Corporation has a long history of supporting our customers with high-quality products, services and information. Promega Madison, WI, USA, was first certified to international standards for quality management systems in 1998, and our commitment continues with our current ISO 13485 and ISO 9001 certifications. The ISO series of quality management system standards are developed and maintained by the International Organization for Standardization. An organization achieving ISO certification has demonstrated to a third party that the organization meets all requirements of the standard and has implemented a quality system capable of developing, manufacturing, testing and delivering high quality products around the world. ISO certification assures our global customers that Promega is committed to quality and has established reliable and effective processes. ISO certification exemplifies commitments to our customers,

to our business, and to all those who rely on and benefit from the use of our products. Currently, 16 Promega locations around the world are certified to meet the requirements of ISO 9001, ISO 13485 or both.

In February 2016, ISO 18385:2016 was published as the first international standard specific to the forensic manufacturing community. In 2017, Promega became the first major forensic manufacturer to achieve third-party certification of the published ISO 18385 standard to minimize the risk of human DNA contamination in products used to collect, store and analyze biological material for forensic purposes. Promega products manufactured in alignment with the ISO 18385 standard include a “Forensic Grade” certification logo.

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In 2017, Promega became the first major forensic manufacturer to achieve third-party certification of the published ISO 18385 standard to minimize the risk of human DNA contamination in products used to collect, store and analyze biological material for forensic purposes.

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# Planet Aware

2018 Corporate Responsibility Report

# Planet Aware

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It is inspiring to me and our global team to feel the cohesive culture of driving continuous improvement initiatives that focus on our customers, environment and people. We consciously invest in building our global collaboration platform between our internal teams, customers and vendors as we know the synergies gained will have long lasting benefits that focus on the sustainability for our business and environment.

Brady Musson, Director, Logistics

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We live in an era where humanity faces a myriad of environmental risks that challenge some of the most basic needs for life. At the same time, unprecedented technological and scientific breakthroughs are helping to address these challenges. As we evaluate what it will take for Promega to thrive in our 100th year and beyond, our natural environment is an integral part of this process. With this in mind, we are focused on evaluating and reducing our ecological footprint across all aspects of our business, including the way we design and operate facilities, ship products and engage with customers. This effort relies on all Promega employees worldwide to make conscious decisions on a daily basis to leave a legacy rather than a mark.

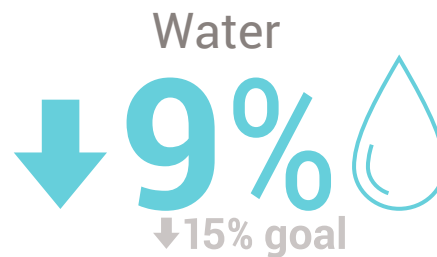
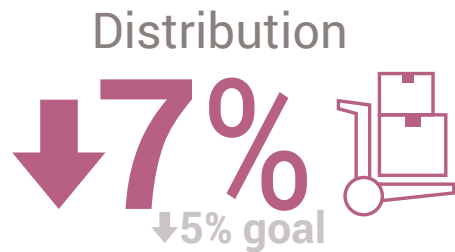
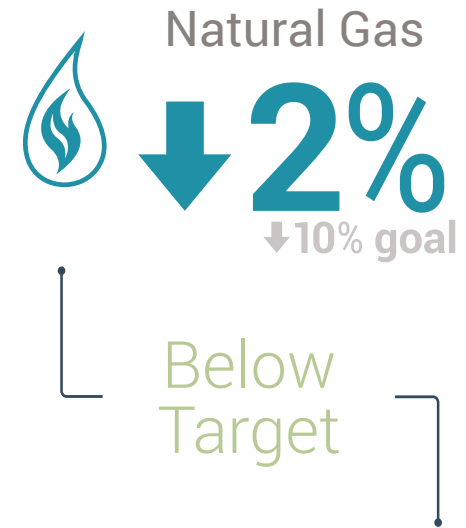
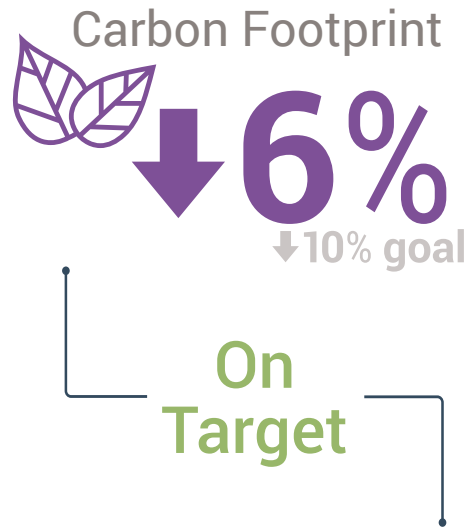
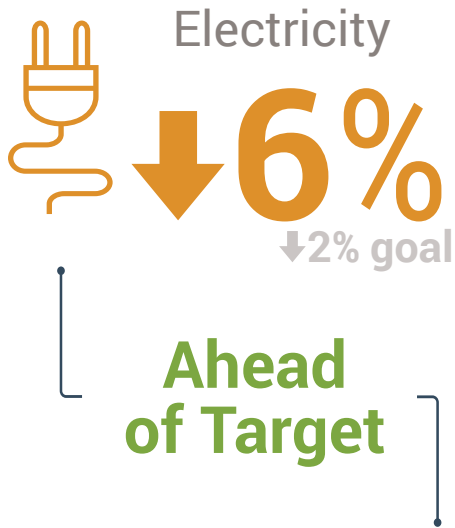
Our focus on the future has resulted in infrastructure investment that will enable sustainable growth for many years to come. Since founding our corporate responsibility program in 2009, our building footprint has nearly doubled with 90% of the growth in energy-intensive spaces. Even with this change, we have seen a 10% decrease in carbon footprint as indexed to building footprint. While this growth has been challenging, it has also provided a unique opportunity to incorporate more efficient and sustainable technologies across new and existing facilities. A key component of our growth is the people that have helped us arrive where we are and will guide us in the future. Significant investment has been made in full-time individuals, consultants and advisors with expertise in sustainability. The effect of this focus was recognized in the last year as our carbon footprint reduced by 6% as indexed to revenue.

We remain committed to upholding the principles of the United Nations Global Compact and are focused on our 2020 environmental reduction goals in the areas of greenhouse gas emissions, electricity,

natural gas, water, outgoing product distribution emissions and waste. We are pleased to make such progress, but recognize that the journey toward sustainability is just beginning.

# Status Toward 2020 Goals

Goals and reductions are indexed to revenue over 2015 levels.

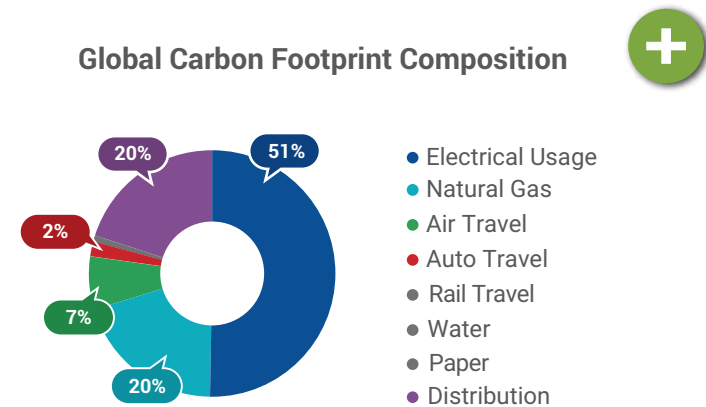
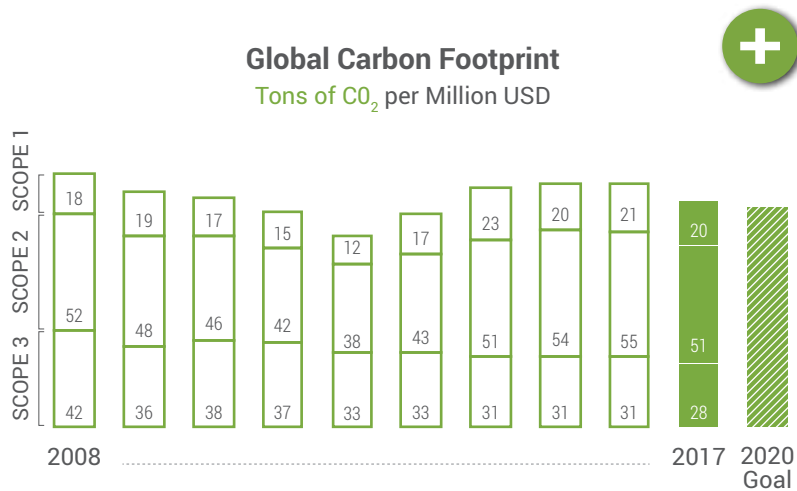




## Responding to Climate Change

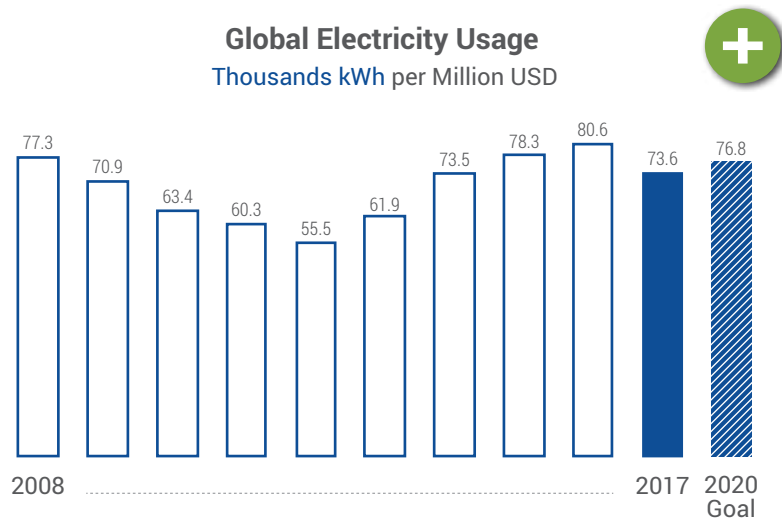
Climate change is one of the most significant threats facing society and Promega supports limiting anthropogenic greenhouse gas emissions. We actively track and work to reduce greenhouse gas emissions from all operations globally. We take into account direct emissions from fuel combustion (scope 1), emissions from purchased

electricity (scope 2), and indirect emissions from business travel, outgoing distribution, water and paper usage (scope 3). Thanks to efforts to conserve energy and efficiently ship our products, we are currently on target to achieve our carbon emissions goal for 2020.



## Minimizing Electricity Usage and Emissions

In the last year, we saw gross energy usage decrease by 2.7% even with increases in building footprint, headcount and revenue. This reduction had a significant effect on our carbon footprint as electricity use makes up over half our total emissions. To minimize the effects of electricity usage, we invest in energy efficiency, generate electricity from photovoltaic panels and purchase electricity from renewable sources.



In the last year, we saw gross energy usage decrease by 2.7% even with increases in building footprint, headcount and revenue

Several full-time specialists trained in energy efficiency that were added in recent years have identified and implemented additional projects around energy efficiency including:



- Over 400,000 kWh have been saved at our R&D facility in Madison, WI, by connecting this building to a more efficient central chiller plant. Anticipated ongoing savings from this project are expected to exceed half a million kWh.



- Retrofits at the Biopharmaceutical Technology Center in Wisconsin started in 2017 and included more cooling towers, LED lighting and controls for efficient scheduling of air handling units.
- Electricity usage has decreased by 21% at our daVinci facility in Madison, WI, due to programming changes in the air handling units.
- In fall 2017, Promega France was renovated with energy conservation measures including a more efficient cooling system and LED lighting. Benefits from these efforts are expected in 2018.



Our use of renewable energy has increased 15-fold since 2008. Facilities that use 100% renewable energy sources include:

- Promega Brazil in Sao Paulo. 
- Promega Italia in Milan.
- Promega Biotech Ibérica in Alcobendas, Spain.
- Promega Biotech AB in Stockholm, Sweden.
- Promega GmbH and Promega Euro Hub in Mannheim, Germany. 
- The Aviation Operations building in Madison, WI, our largest renewable energy producer with over 250 solar panels and geothermal wells for heating and cooling.


In addition, The da Vinci facility in Madison, WI, generates some of the energy needed on-site with 48 photovoltaic panels on the roof.

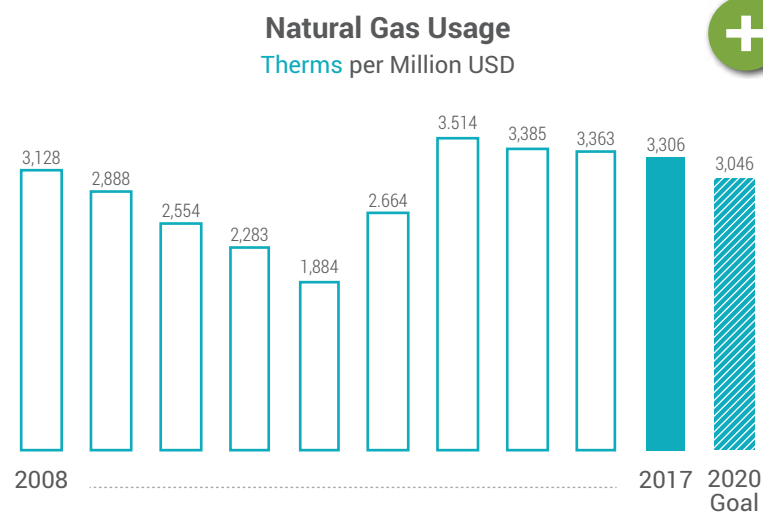


Use of photovoltaic panels helps minimize environmental effects from energy usage.

## Conserving Natural Gas


Natural gas is our largest source of direct air emissions and third in overall emissions for Promega. Natural gas is used primarily at manufacturing sites for heating and production-related processes. Geothermal wells, solar water heaters and heat capture technology in many facilities minimize heating requirements and related emissions. In the last year, natural gas usage was reduced by 2% as indexed to revenue with the following conservation efforts:


- Natural gas usage reduced by 38% at our daVinci facility in Madison, WI, due to programming changes in the air handling units
- Renovations at Promega France in 2017 included a new and more efficient heating system that will reduce future usage. 



## Building for a Sustainable Future

Environmental sustainability remains a core value for how Promega designs and builds our facilities. In 2017 we continued to work on several new facilities with aggressive sustainability goals and strategies being used in the design and planning phases of each.

- Promega Germany (GmbH) is constructing a flagship green building that represents Promega in Europe. This 14,000 m<sup>2</sup> (150,000 ft<sup>2</sup>) facility will house our largest overseas branch, the European Distribution Center (Euro Hub) and Terso Europe. This facility will comply with or exceed the strenuous energy performance and green building standards of the German Building Code. Advanced energy features include active slab heating and cooling, night time mass cooling, ground source energy wells and advanced heat recovery. Other key sustainability elements include a green roof with integrated photovoltaics, combined mechanical ventilation with operable windows and advanced daylight design. 

- Construction of a new Promega UK facility is just beginning. The facility will be a 1,700 m<sup>2</sup> ( 18,000ft<sup>2</sup>) facility to support our sales, logistics and customer support staff. The design team and Promega Corporate Facilities Staff developed a sustainability features decision matrix and tracking system that has been applied to all new or substantially remodeled Promega facilities worldwide. Sustainability priorities for the UK site include energy performance, employee health and well-being, ecology and landscaping, and community engagement. This facility will substantially exceed UK code requirements by meeting British green building (BREEAM ‘Excellent’) requirements for energy, carbon emissions and water conservation. Notable features include a green roof, combined mechanical ventilation and operable windows, a landscape that substantially improves the ecological value of the site, and use of environmentally certified materials. 
- In 2017, we commenced work on expansion of the manufacturing capability in San Luis Obispo, CA, as well as the new research and development sub-campus in Madison, WI. Sustainable design will have a significant presence in both facilities.



Rendering of the interior of the Promega GmbH facility.



Rendering of the Promega UK facility currently under construction.

**Promega is on a trajectory toward making its facilities on 4 continents best practice examples of sustainability, beginning with new developments and major remodels, and then moving into retrofits.**

David Rousseau, Consulting Architect for Promega Facilities

## Tracking and Reducing Effects from Product Distribution

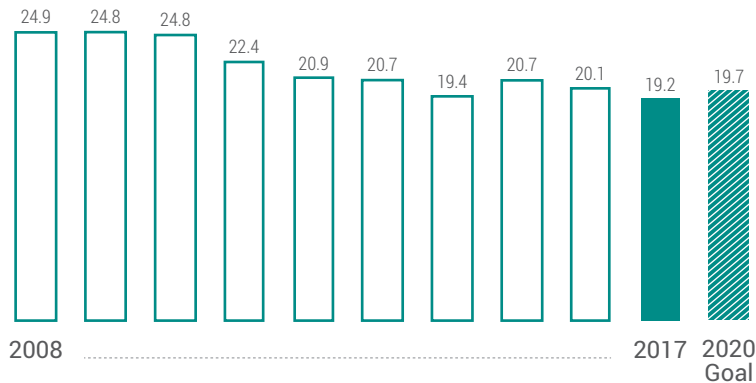
Promega invests significant effort to ensure that our products get to customers quickly and safely. We are focused on reducing air emissions from outgoing distribution by decreasing the size and weight of packaging materials and using efficient modes of transportation. As a result of this ongoing focus, we have seen emissions from distribution consistently decrease with a 29% reduction as indexed to revenue since we launched our sustainability program in 2009. This is a result of multiple projects, including a transition to smaller shipping boxes and packaging improvements that minimize weight, optimize dry and gel ice requirements and use more sustainable materials.

One specific focus of our logistics team is to minimize the weight of dry and gel ice used in temperature-sensitive shipments. In the last year, our Promega logistics headquarters in Madison, WI, reduced dry ice consumption by 11%, saving over 50 tons. Our European distribution center in Mannheim, Germany, reduced dry ice consumption by 3%, saving nearly 10 tons. These reductions happened even as revenue grew globally. To understand the indirect emissions from outgoing shipments, data were collected from Promega-owned global distribution hubs on weight, distance and mode of transportation.



### Global Distribution Emissions

Tons of CO<sub>2</sub> per Million USD



In the last year our logistics teams reduced dry ice consumption by 50 tons in Madison, WI, and by nearly 10 tons in Mannheim, Germany.

### Minimizing Air Emissions in China

With the world's largest population of over 1.4 billion people dispersed over a wide geographical area, reaching customers across China is a challenge. Our Promega distribution center in Beijing sought an efficient way to service customers across this vast landscape in fast manner while minimizing air emissions. The answer was using the world's largest high speed railway network. Transporting product via rail instead of air has helped to reduce greenhouse gas emissions by over 40-fold.



Boreholes constructed in Uganda to improve water infrastructure.

### Net Zero Emissions from our Helix® On-Site Stocking System

Our state-of-the-art, on-site inventory management system called Helix® reduces emissions through consolidated restocking shipments. The Helix® program uses RFID technology that tracks product use in real time, and results in more efficient shipping practices. This automated inventory management system ensures that customers have uninterrupted access to supplies while reducing the effect on our planet.

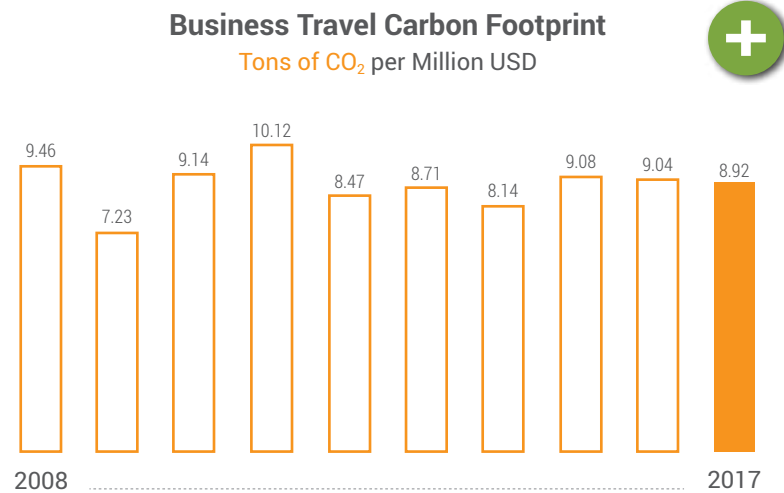
In addition, Promega purchases carbon credits to offset the greenhouse gas emissions from energy use of the Helix® System from shipment to distribution to stocking. In 2017, Helix® offset 995 tons of emissions worldwide by supporting the following projects:

- Lower Mississippi Alluvial Valley Project in the United States.
- Improved Water Infrastructure in Sub-Saharan Africa.

Since 2010, the Helix program has offset over 5,500 tons of carbon dioxide. To see more information and learn how to participate, please visit [www.promega.com/helix](http://www.promega.com/helix).

## Minimizing Impacts from Business Travel

We place an emphasis on building relationships with customers, collaborators and colleagues. While much of this can be done remotely, face-to-face interactions are often needed. We are committed to minimizing impacts from travel by using fuel-efficient vehicles and environmentally sensitive modes of transportation. Business travel via air, automobile and rail comprise approximately 10% of our current carbon footprint. In the last year, we saw a 2% reduction in emission indexed to revenue from business travel.



### *Efficient Travel.*

For several years, Promega has actively sought out fuel-efficient vehicles for our use. Promega Benelux, Promega UK, Promega Italia, Promega AG in Switzerland and Promega KK in Japan have moved to a more efficient and ecologically sound fleet, leading to improved fuel efficiency of vehicles globally. In the United States, we have continued participation in the Emkay GoGreen fleet program, which has enabled our employees to select high-efficiency vehicles, and all fleet emissions are offset through the planting of trees. Since our enrollment in 2009, we have offset 2,800 tons of CO<sub>2</sub> exclusively through this effort. Many locations also encourage the use of high-speed rail as a more efficient alternative to air and automobile travel. Our newest branch, Promega Biotech India, uses Metro Rail as the primary source of transportation to eliminate fuel usage and air emissions.

We also encourage the use of electric vehicles by employees to minimize greenhouse gas emission from transportation. Electric vehicle charging stations are available on our Promega Madison campus, as well as Promega Benelux, Promega AG and Promega Biosciences in California. These placements cover two-thirds of our employees globally, and we are looking to expand this at other locations.



### Alternative Transportation.

Alternate transportation programs have been implemented in a number of locations worldwide to reduce environmental effects. Employees are encouraged to use public transportation, ridesharing or biking to work. All buildings at Promega Madison and Promega Biosciences in California offer bicycles for employees to use, as well as resources to support cyclists, including access to pumps and bike repair kits. Many locations worldwide have similar programs in place.

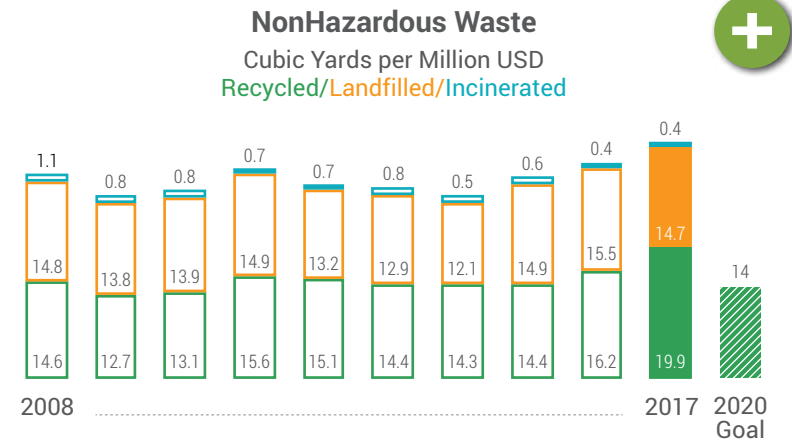


Employees at Promega Biosciences in California participate in National Bike-to-Work Day.

## Preserving Natural Capital

### Minimizing Waste

To reduce waste generation, Promega locations globally focus on improving recycling programs and increasing employee awareness about minimizing waste. This has included segregating materials for recycling, composting and encouraging reuse by providing permanent ware in cafeterias and kitchenettes. Employees embrace the mantra “Reduce, Reuse, Recycle” and have championed this effort.



In 2017, we saw recycling increase by 30% due to segregating new materials for recycling in Madison, WI. Recent efforts to reduce waste include:

- Segregating plastic shrink wrap, banding and bottles for recycling from our shipping and dispensing areas across the Promega campus. In just 6 months, these efforts have diverted over 5 tons of material. This is especially impressive considering how lightweight the materials are.
- Last year we expanded the recycling of nitrile gloves and protective garments through the RIGHTCYCLE program in Madison, WI, and San Luis Obispo, CA. This diverted over 3 tons of waste from landfills.

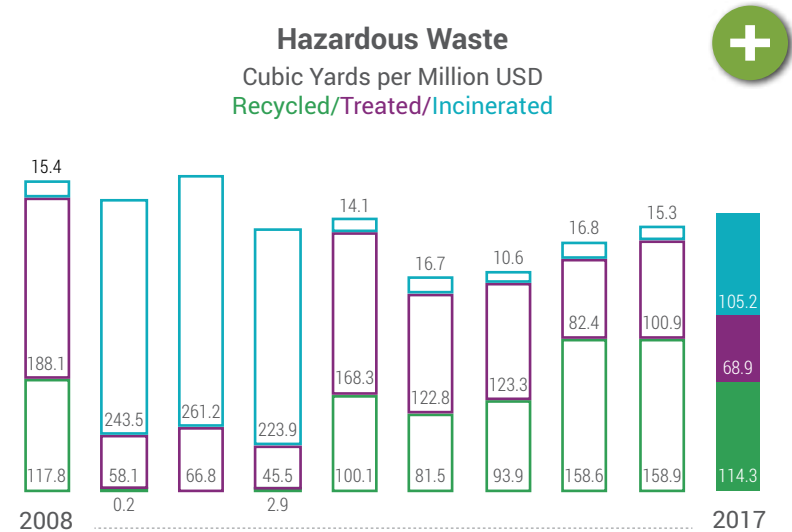
- Promega has been successfully segregating and recycling pipette tip boxes since 2010 and diverts more than 2 tons of plastic from landfills each year.
- We implemented a recycling program for instrumentation and electronics at the end of their use in North America. This effort was an expansion of the programs in Europe we already have in place to comply with the Waste Electrical and Electronic Equipment (WEEE) directive.
- In Madison, WI, our Rosalind Franklin Center started an employee-managed composting program to divert organic waste, supporting our employee passions for gardening.
- An annual electronics recycling drive at our Promega Madison Earth Day celebration collected over 15 pallets worth of materials, making it the most successful employee recycling drive to date.



The annual electronics recycling drive at Promega Madison collected over 15 pallets worth of materials.

## Managing Hazardous and Infectious Wastes

In the biotech industry, manufacturing processes can require use of potentially hazardous substances, along with the obligation to minimize waste and ensure its proper disposal. To further reduce emissions associated with hazardous waste, we have partnered with handlers that specialize in solvent recycling or reuse it as fuel to minimize environmental effects.

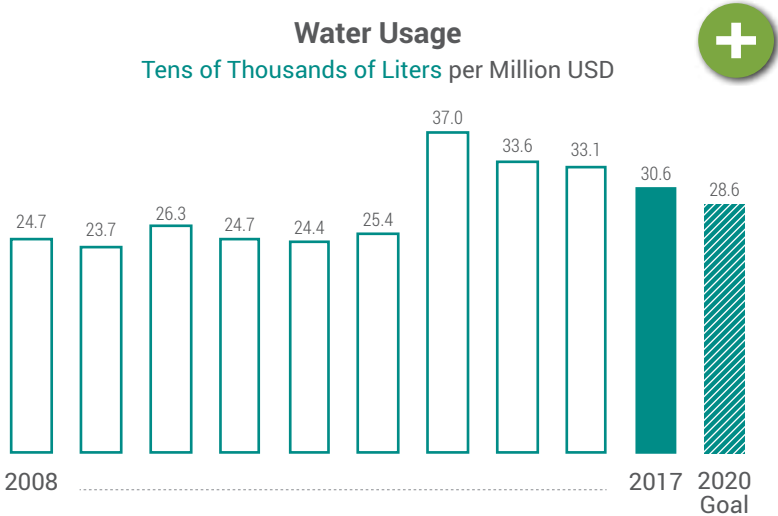




Promega emphasizes the use of native and drought-tolerant landscapes to minimize water consumption.

## Conserving Water

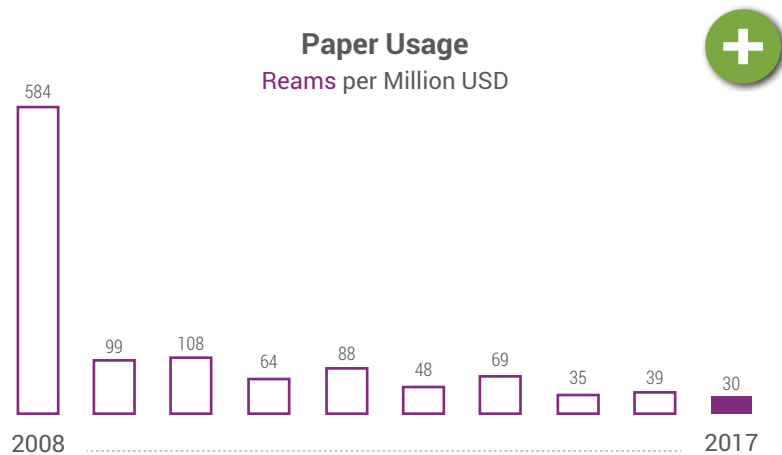
Promega evaluates initiatives to conserve water in manufacturing, landscaping and other everyday needs. In the last year, water usage decreased by 7% as indexed to revenue. Notable reductions were seen at the Promega R&D facility in Madison, WI, and Promega Biosciences in California.



Many global locations incorporate design features to conserve and ensure proper disposal of water. Offices in Sydney, Australia, collect rain water for cleaning, flushing toilets and irrigating plants. Similarly, the Madison-based global headquarters uses rainwater collection and rain gardens for natural filtration. Promega Biosciences in San Luis Obispo, CA, has a long history of water conservation projects from automatic and low flow faucets to a custom water recirculating system for distilled water. Since 2009, gross water usage has decreased by over 50% at our San Luis Obispo facility despite a significant increase in headcount and manufacturing levels. In 2018, we will implement a system in the Feynman Center in Madison, WI, to capture and reuse wastewater generated from our water purification system for use in the cooling tower. This project has the potential to reduce water needs by several million liters annually.

## Connecting with Customers without Paper

Nearly 10 years ago Promega made significant efforts to transition away from printed corporate communications such as catalogs, instruction manuals and marketing materials. Adopting electronic communications reduced total paper usage by over 80% in the next year. Reduction in paper usage has continued with an additional 50% decrease since 2014.



Expanded use of modern technologies and emerging media channels in recent years has enhanced communication with customers and further reduced the need for printed materials. When printed paper is needed, we use recycled paper and duplex printing to minimize paper consumption.

## Reducing Packaging Materials

Many Promega products are temperature sensitive, creating unique requirements in packaging that involve use of dry ice, gel ice and foam coolers. We continually evaluate the effect of packaging on the environment, and search for innovative ways to reduce packaging, use environmentally friendly materials, and design for recycling or reuse. Environmental sustainability, product protection and quality are all key priorities.

To reduce environmental effects of packaging, Promega has:

- Switched to smaller shipping boxes to use less packaging materials.
- Incorporated new materials that provide better insulation and reduce the amount of dry ice needed.
- Implemented packaging designs that minimize air space that also reduce dry ice usage and weight of shipments.
- Changed to unbleached shipping boxes that contain sustainably harvested materials.
- Used biodegradable and recyclable air pouches that protect our products with fewer environmental effects.
- In 2018, we will be implementing changes to our kit boxes to allow for greater use of sustainably forested materials.



# People Care

2018 Corporate Responsibility Report



# People Care

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At Promega there is a deep-rooted sense of appreciation and support for all employees and their value as human beings. Beyond the technical expertise and innovation that undoubtedly makes us outstanding, what's truly impressive is the importance placed on cultivating authentic and positive relationships. Just take a walk around, and you'll be sure to notice the pride, compassion and connection, and it will make your heart smile.

Jaime Dwight, EHS & HR Manager, Promega Biosciences

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Promega understands that it is our people who enable the company to move forward. Investing in our employees on a professional and personal level allows them to flourish, and in turn continue to drive our progress. Employee growth comes first from a personal passion to learn and is fueled by individual development plans and the ability to explore interests outside of day-to-day responsibilities.

Promega culture emphasizes self-actualization, nurtures creativity, and prioritizes health and well-being. Employees are given flexibility in how they work that acknowledges the individual differences of each employee. Our 19 worldwide locations provide support in ways that meet the specific needs of each region and encourage employees to achieve a balance of work-home integration.

## Nurturing Employee Creativity, Growth and Self-Actualization

Fulfillment is a crucial component of our development as humans, and realizing our personal potential allows us to grow and truly strive to become all that we are capable of. As a company, Promega provides a work environment and culture that offers each employee the opportunity to develop him- or herself and build meaningful relationships with one another.

### The Promega Culture

The psychology of the organization—the “cultural DNA”—provides a foundation through which company principles and operations are shaped. For Promega, these principles include:

1. The culture nurtures creativity, self-discovery and individual growth, creating an environment where the unique contributions of each employee are embraced.
2. A belief that both people and companies can self-actualize, and that growth at either level lifts the other into greater realization of their potential.
3. The underlying structures reinforce a culture where all constituencies (customers, employees, community and shareholders) can find growth and transformation through:
  - a. Organizational reporting that provides for easy collaborative communication across and at all levels of the organization
  - b. Decision making that allows matrixed groups to collectively determine next steps. Decision making is shared, not controlled, and the organization remains nimble because people in key nodes are empowered to act, having considered all voices.
  - c. Physical work environments, including design, lighting, communication systems and access to information.
  - d. Focus on the resources employees need to do their best work.
  - e. A financial structure that supports organizational goals and values for personal development. Economic metrics provide guidance on sustainable business practices, but are not the only drivers for business decisions.
  - f. Selection and support of employees entering the organization who reflect our values.
4. The nature of our work is based on the premise that life science research and related discoveries have been and will continue to be important to society and human development. Our contribution to this field is to design and supply products, systems and services that simplify this research and give more reliable and accurate results.

Employee feedback from surveys and monthly employee sessions indicate that their greatest satisfaction comes from working with great people, having managers/leaders with high integrity and being a part of a great organization. Our employees are proud to say they work at Promega.



## Creating Workspaces to Inspire

As a business based on creative output and employee satisfaction, Promega pays attention to environmental quality and stimulating experiences in the workplace. Invigorating spaces come both in the components of the space and the variety of space offerings. Key components of work spaces include abundant light (natural light whenever possible), a variety of art and comfortable, warm furniture. The variety of spaces gives employees the opportunity to work in a creative “third space”, exercise, meditate or grab a bite to eat. Throughout Promega, there are opportunities to discover stories, history and whimsy.

Employees are engaged in design of new space and the renovation of existing workspaces to improve functionality, ergonomics and foster group collaboration. This process considers all aspects of a space from types and quality of lighting, sound levels and air flow. Additionally, customizable work spaces for employees encourage collaboration.

Architecture and design that “brings the outdoors in” encourages an appreciation of natural beauty. This is being achieved at our new German facility by incorporating an extensive array of indoor plants and trees to add life and warmth. Locations globally incorporate local resources, art and culture to provide comfortable, functional and unique work environments. The priority is to create environments with an attention to detail that is inspiring, flexible and aligned with the needs of employees.



Considerable attention is placed on providing creative and unique workplaces.

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Employees are engaged in design of new space and the renovation of existing workspaces to improve functionality, ergonomics and foster group collaboration.

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## Cultivating Emotional & Social Intelligence (ESI)

To foster a supportive and dynamic work environment, Promega embraces the principles of emotional and social intelligence (ESI). ESI helps employees improve relationships, manage stress and strengthen the emotional infrastructure at Promega to support a strong future. The ProMindful program, offered to employees interested in the practice of mindfulness, is comprised of 15-minute community sessions including traditional silent and guided meditation, mindful movement, sound meditation and monthly sessions for people new to mindfulness. A 3-week ProMindful Parenting course has taught employees ESI-imbued parenting practices and included a forum to share challenges and successes. Such forums offer many different tastes of mindfulness while cultivating self-awareness and other-awareness, the building blocks for ESI. We have received positive feedback, with employees sharing stories of improved patience and communication skills, creative problem-solving, more effective team functioning, improved customer interactions, compassion for self and others, and even physical changes like reduced headaches and improved blood pressure. Most of all, ESI brings us together to share our practice and see ourselves in new ways.

Our ESI teachings expanded to 3 “bootcamps” in 2017 designed as an immersive experience to teach ESI skills and enrich the Promega culture of well-being. Participants took a deep dive into ESI through introspection, dialogue and group process, and awakened areas of potential in themselves. Employees of all three sessions reported personal growth, new understandings about difficult life circumstances, enlivened relationships, greater happiness and enthusiasm to share what they learned.

To embed these learnings, Promega employees also created the ESI Core Principles, a set of six practical in-the-moment behaviors to guide and encourage ESI across the company. ‘Climate catalyst’ teams are taking up the challenge to develop ESI “micro-experiments” to test ways they might contribute to a vibrant and healthy culture as well as improve how Promega does business.

## *Educating the Emotions in 40 Days- An Experience in Spain*



“Our philosophy of life and the way we deal with our emotions does not change from one day to the next. Just like our physical condition, this requires training to make progress. It has been scientifically proven that to bring about a lasting change in our emotional perceptions, we need at least 40 days. More than half of our colleagues in Spain participated in a project last year where we opened an envelope with a new reading during 40 consecutive days. Sometimes this was nothing more than a reflection, but more often, it was a sincere description of different emotional situations for which we were invited to critically analyze ourselves and to note how we reacted in similar situations in the past (like watching yourself in a mirror) and what effect this had on the people around us, both in our business environment and in our private life. Every day we started with our ‘programming for the day’ and in the evenings we wrote down our evaluation of how the day had ended and what we had learned along the way (learning of the day).

The program has helped me to deal more efficiently with meetings, by imagining in advance the desired outcome. I am now much more satisfied with what I achieve, because I am working towards an ‘ideal’ outcome of the discussions with my colleagues. Another important experience was to realize that despite all the planning beforehand, things never go exactly the way you want which can lead to frustrations. However, even within the negativity, there are always positive aspects that you can learn from and that will help lift your mood if you’re able to recognize them.”

–Promega Leader



Sound meditation is offered regularly at Promega headquarters as a way to foster mindfulness and ESI.

## Providing Personal Development and Growth for Employees

Since growth starts from the inside, Promega is shifting from the more standard manager-driven review process to one that starts within the employee. More and more departments use a conversational approach that facilitates individual development plans, personalized growth goals and a listening session to understand the needs and threats to retaining the talent in the company.

In addition to the new review process that we are rolling out, a number of classroom training modules are offered to build various skills.

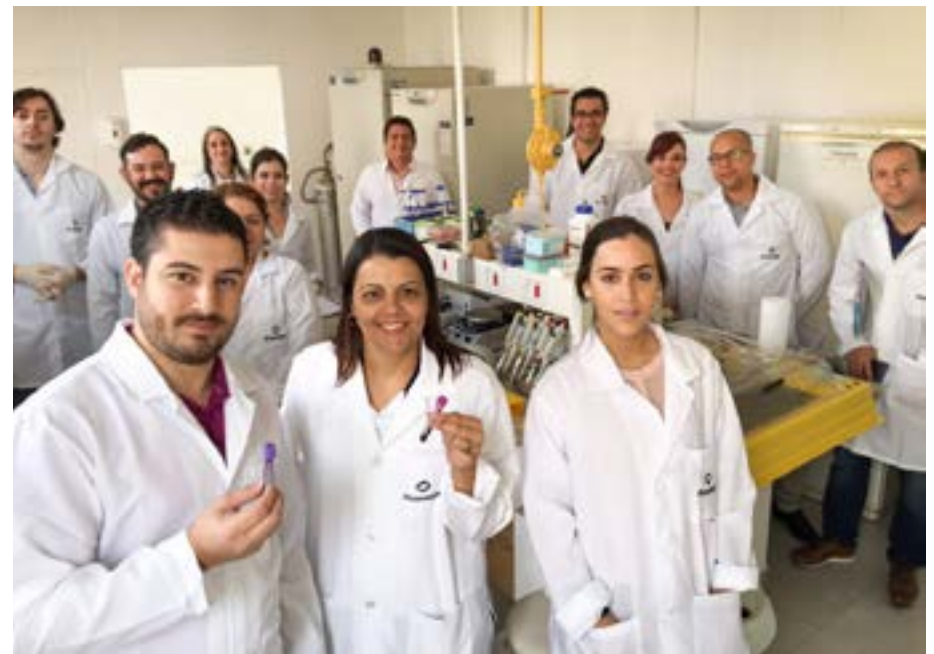
### *English Classes for Employees.*

Our branches in Korea, Japan, and Germany offer employees English lessons to improve communication across the company and with clientele as well. Our efforts are intended to help employees access the resources they need to advance their career.



### *Scientific Training*

The Scientific Training team designs, develops and implements product and sales trainings for employees around the globe, which are delivered in live and virtual classrooms. While live courses are available in Madison, WI; Lyon, France; and Singapore also offer a multitude of additional opportunities that address the training needs of employees globally. These facilities also incorporate video conferencing equipment for scientists and trainers to participate from off-site locations.



Product training for employees in Brazil.

### Leadership Training

Professional development courses such as Coaching for Leaders, Management Essentials, Leadership Forum, 7 Conversations for Exceptional Leaders and Manager Roundtable programs support managers. Customized training for departments is available, as well as organizational development services that include talent management resources, personality/leadership assessments, coaching and consulting. Furthermore, individually-targeted leadership development is available on site at work, or with external academic or training partners. In previous years, these trainings were limited to North America but our teams in Switzerland and the United Kingdom did pilot programs for “7 Conversations for Exceptional Leaders” in 2017.



### Building Relationships and Connections

People commonly talk about their coworkers as their “second family” and with good reason—we spend a significant portion of our time at work with colleagues. At Promega, we work to cultivate an environment of connection among employees so strong bonds can be nurtured and extend through the company to our families and community. From team-building activities to employees joining together to share in hobbies, strong connections are the foundation of what we do. Here are some examples from 2017:

- **Promega Biosciences Combines Ziplining with Mindfulness Training.** Our team at Promega Biosciences in San Luis Obispo, CA, had a day of team building centered on Mindfulness. Beginning with an introduction to mindfulness and ESI, the group then embarked on a zipline and ropes course that encouraged everyone to check-in with themselves, stay actively present, and partake in thought-provoking conversation with one another about their experiences. This unique and fun team building aimed to lay the foundation for new bonds with coworkers and to help everyone leave with some mindful tools to use in their every day lives.



- United by Love of Music at Madison, WI.** For those at Promega headquarters who are musically-inclined have joined forces to create the band “Lead Generation.” For over a decade, employees ranging from scientists, marketers, IT specialists and administrators have come together to share their talents and spend time making music. The 35 active participants perform at functions throughout the year like all-company meetings and employee recognition breakfasts.
- Celebrating 25 years with Friendly Competition in France.** To celebrate their 25th anniversary, Promega France was joined by members of the Promega Corporate team, who were touring the European branches, and participated in a team-building game using classic French Citroen 2CV cars. Teams of four used maps to find checkpoints throughout the city to answer a series of questions and explore the area together. The team in France also traveled to Prague to celebrate their 25th anniversary with a guided tour of the city.
- Connecting Over Culinary Delights in Switzerland.** Our Promega AG branch spent time together by enjoying some treats during a visit to Gruyere, Switzerland, and learn the history of making the famous cheese.



- Connecting with Each Other and Nature.** The team at Promega responsible for our instruments took time to learn more about each other and appreciate beauty of nature with a hike and day at the zoo.
- Bonding with Visiting Colleagues in Japan.** As a way to celebrate and promote Japanese culture, the Promega KK team has begun to entertain Promega visitors with a lighthearted presentation that illustrates traditions, trends and cultural norms in their country. This welcoming display has been very well received and created a unique connection and appreciation between colleagues and visitors alike.



- **Building Relationships in Dubai.** As the newest branch, Promega India wanted to spend time getting to know each other better by taking a trip Dubai in 2017. On this trip the team bonded by sharing their backgrounds and exploring their cultural norms. Using the group messaging application Whatsapp, a group chat was created during this trip that they continue to use to help the team continue to connect in a meaningful and effective way.



- **Celebrating Maxwell® RSC 48 in Korea.** To celebrate the launch of Maxwell® RSC 48 System in November 2017, employees of Promega Korea and Korea Biosystems all made their own beer and shared it over a Thanksgiving-style dinner with Promega CEO, Bill Linton.



## Prioritizing Employee Health and Well-Being

Promega takes a multifaceted approach towards employee well-being. Physical health and wellness start with safety but expand to include fitness and health care facilities, wellness programs and benefits packages. These offerings each serve a unique purpose to ensure employees feel empowered to take care of their health at work.

### **Employee Safety.**

Environmental Health and Safety programs are committed to establishing, maintaining, and improving work environments for the safety and well-being of our employees as well as the communities in which we operate.

### **Encouraging Active Lifestyles.**

A multitude of options continue to be made available to all employees so that they may develop healthy and active lifestyles supported by Promega at our headquarters and across the globe. Many of our branches offer onsite fitness facilities, and some offer yoga classes and group fitness instructions. Many locations also offer reimbursement for health club memberships and support for participation in sports or competitive events like marathons or triathlons.

### **Promega C25k.**

Each year Promega challenges employees to train for the annual Couch to 5K program, which provides new runners the education and training support to complete a 5k race.

### **We Run Seoul, We Run PROMEGA**

In April 2017 nearly 20 employees in Korea and their families joined together to participated in a 5km run on the Hang-gan River to raise awareness of the importance of conserving electricity.



### **Promega Annual Fun Run/Walk 5k**

The Field Application Specialists participated in the 8th Annual Promega Madison 5k Run/Walk remotely during a conference

### **Moving For a Cause.**

The Berbee Derby is a combination 5k/10k which offers the Fitchburg, WI community an opportunity to get out and stay healthy on Thanksgiving Day each year. Promega employees got together to create their own team to help raise funds which went towards the Technology and Education Fund.

### **Promoting Employee Wellness in Germany**

Efforts in 2017 at Promega GmbH included weekly yoga sessions lead by a Promega employee, a Nordic walking course, a brain fit workshop and fitness assessments using fitness trackers.



“Although I’ve always enjoyed being athletic, running was never the sport for me. For years I told everyone that I will never run and will never compete in a race. As my 40th birthday approached, I decided to try running a 5k as a new goal and challenge for myself, so I participated in the Promega Couch to 5k program. Support staff at the Wellness Center gave me very useful tips on how to improve my running as I began down this new path. My initial goal was to complete the race in under 30 minutes which I did! I decided to continue with my training and the following year shaved another minute off my final race time. Without the advice I had received from the Wellness center I don’t think I would have enjoyed my running as much. I continue to see the benefits of this new practice across my other athletic pursuits – even rock-climbing. The Couch to 5k program has really helped challenge me in ways I never thought possible!”

– Promega Employee

Next Page (top to bottom, left to right):

Field Application Specialists participating in the 8th Annual Promega 5k.

Promega Korea employees at We Run Seoul, We Run Promega.

Employees in Madison run the Berbee Derby. Employees in Singapore run a 5k.





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## Resources and Benefits to Support Employee Wellness

Promega employees are offered comprehensive benefit packages based on country standards. These programs may include medical, dental, and vision coverage as well as a competitive 401(k) plan and flexible spending accounts for healthcare. Short- and long-term disability insurance, life insurance, tuition assistance and paid time off are also provided in an effort to ensure the well-being of our employees and their families. Promega branches in Australia and Germany have a wellness library with books covering topics such as mindfulness, interpersonal skills, diet and exercise.

### **Wellness Center Offerings**

The Wellness Center located at our Madison, WI headquarters provides all employees on site health consultations and counseling which is available 5 days a week. Services include routine blood draws, routine immunizations, consultation for general health concerns, physical examinations, and physical therapy.

### **Health Assessments with ‘Know Your Numbers’**

Each year Promega employees are encouraged to participate in the Know Your Numbers program, which provides a free basic health screening for those interested in participating. Employees in North America get a blood panel drawn covered by Promega and then meet with our Nurse Practitioner to review their results. This program is offered every year and aims to help employees understand a complete picture of what health risks they might face. These diagnostic indicators can help employees formulate a plan around lifestyle changes they can make to prevent or delay the onset of certain diseases such as diabetes and heart disease. Many global locations have similar programs to help employees understand their health risk. In Germany employees had the opportunity to test a fitness tracker for a month to monitor activity, energy levels and other health indicators.

### ***Eating Well, Living Well.***

Employees have access to fresh and local produce at our on-site community garden at the Madison Campus. Thousands of pounds of produce are harvested annually from the garden and in conjunction with over three dozen local farms, healthy and organic menus are available across the facility. Employees may also select their own plots within the community garden which they may utilize to exercise their own green thumbs. Many international branches provide fresh fruit and other healthy snacks for employees.

### ***Supporting Employees During Times of Need***

As of 2018, Caregiver Leave was made available to Promega employees in the US which employees can utilize to care for aging parents, ill spouses, children with medical needs, or time off to bond with a new born/newly adopted child without sacrificing their own paid sick leave or vacation.

*“In 2016 my 79 year old father came from Russia to visit my sister and me for the holidays and ended up permanently staying. Recently, he had been diagnosed with three different kinds of cancer which led to four surgeries, one round of immunotherapy, dozens of procedures, clinic visits and hospital stays. Because my father doesn’t speak English or drive, I needed to help him to and from each appointment and stay to interpret. As a Senior R&D Scientist my schedule is very flexible but understandably has limits, and I quickly began to run out of paid sick leave. Last year Promega announced its new caregiver leave program which granted me significant peace of mind by allowing me to tend to my father’s health without sacrificing paid leave I may need for my own. Promega continues to support employees by allowing us a balance with their professional and personal lives, and I continue to be grateful for these efforts and initiatives. Thank you, Promega!”*

–Promega Employee

“

Astrid Lindgren made Pippi Longstocking say “I have never tried that before, so I think I should definitely be able to do that”. This describes perfectly the Promega spirit as we are encouraged and empowered to try new and innovative things, to think out of the box and leave the beaten track, even sometimes go out of our own comfort zone in order to discover new and better solutions for scientists. Successes are being amplified and mistakes are considered as learning curves for future success. This makes working for Promega so inspiring and creative!

Hans Pennings, Marketing Manager, Promega Sweden

”

**1,609**   
Wellness Center Visits

Know Your Numbers Participants

**704** 

**98**  
Acupuncture  
Appointments

**20**   
Fitness  
Classes/  
Week

Fun Run Participants  
**202** 



# Community Touch

2018 Corporate Responsibility Report

# Community Touch

“

We will never feel truly satisfied by Work until we are satisfied by other aspects of our Life. That's exactly where Promega's environment enables each of us to think and follow a purpose which is beyond delivering our routine deliverables.

Rajnish Bharti, General Manager, Promega India

”

Cultivating authentic relationships worldwide at a local level takes many forms as we seek opportunities that make a sustained commitment while also discovering common purpose. We begin by tapping into the wisdom of our employees. After all, they are the most familiar with the greatest needs of their own communities, and they are passionate about helping to address those needs in the most significant way. Promega catalyzes employee action through volunteer time-off policies, matching gifts and opportunities to engage in the community. On a global scale, each branch and manufacturing location has the autonomy to focus on the unique needs of its community through an integrative and authentic approach to provide meaningful support at a local level around the world.

We also see long-term commitment as essential, and we seek opportunities for deep engagement over time. From the relationships Promega Japan has built over the last 15 years in its support of local undergraduate students competing in the international iGEM synthetic biology competition, to the thousands of children served at two cornerstone nonprofit organizations established by Promega Madison twenty years ago, we see the unlimited potential of sustained engagement.

Finally, to best leverage our unique strengths as a company and also benefit our particular communities, we focus on involvement and support in the areas of education, science and creativity.

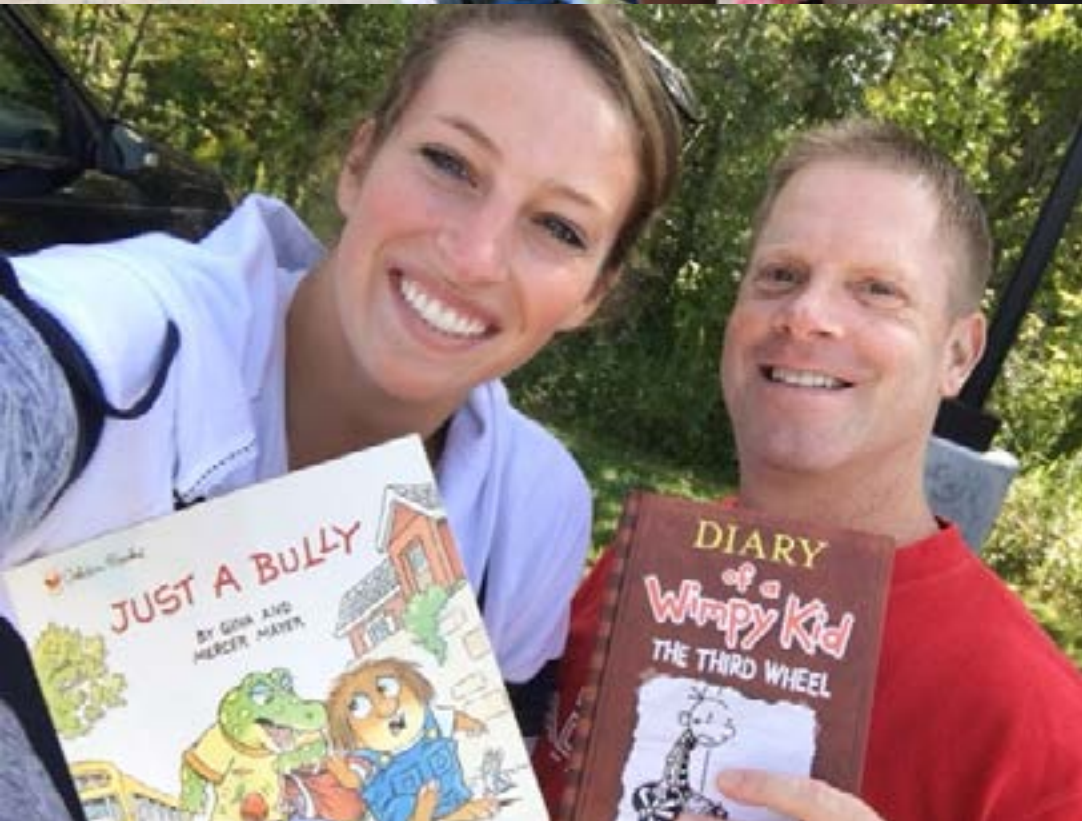
## Supporting the Charitable Instincts and Efforts of Our Employees

Promega celebrates employee volunteerism and encourages each employee to pursue his or her own individual interests and passions. Building a culture that encourages employees to find balance includes supporting them as they seek to better their communities in the

distinctive ways that match their unique talents and enrich their lives. Throughout the world, Promega employees have heeded the call to serve in a myriad of ways. Here are just a few:

<i><b>Making a difference for...</b></i>	<i><b>By...</b></i>
... girls in the local community	... volunteering as coaches for Girls on the Run, a nonprofit that encourages pre-teen girls to develop self-respect and healthy lifestyles through interactive lessons and running games, culminating in a celebratory 5K run.
... orphaned children	... organizing a book drive for the 750 children being cared for by the SizaBantwana Center in South Africa. The organization supports children made vulnerable as a result of HIV/AIDS.
... people who are feeling isolated	... giving long-term support as a volunteer with ASTREE Association in France. The group serves people who are fragile due to illness, stress, age, etc.
... children living in poverty or vulnerable/endangered animals	... committing to regular donations to charities such as Compassion International, the World Wildlife Fund, and various other local organizations around the world.
... hospice workers and children who have lost loved ones	... volunteering to teach yoga and pranayama for groups at Agrace Hospice in Madison.
... families going through tough times	... serving as a host at the St. Vincent de Paul Food Pantry, helping clients feel welcomed and respected.
... pets affected by Hurricane Harvey	... delivering pet supplies to Texas and bringing dogs from Houston shelters back to Wisconsin through Lola's Lucky Day pet rescue, making room for dogs displaced by the disaster.

Next Page (top to bottom, left to right):  
 Children at the SizaBantwana Center in South Africa.  
 Promega Madison employee works with Lola's Lucky Day Pet Rescue.  
 Promega employees gathering books for SizaBantwana.  
 A Promega employee leads yoga for workers at Agrace Hospice in Madison.



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## Local Response to Local Need

### *Building for the Less Fortunate*

For the last three years, Promega Madison has teamed with Terso Solutions to host a panel-build day for Habitat for Humanity of Dane County in Wisconsin. In 2017, more than 150 employees framed the interior and exterior walls of a home being built for a Madison-area family. They also built picnic tables for Habitat families to enjoy in their new yards.

### *Community Action Team (CAT)*

This team at Promega Biosciences in San Luis Obispo, CA, regularly organizes engaging fundraising events for employees and their families to support the needs of local charitable organizations. In 2017, the CAT team gave funds to 17 different organizations including local elementary schools, Woods Humane Society and the Prado Day Center homeless shelter. A holiday cookie exchange raised funds for victims of the Thomas Fire in Ventura, CA. Employees are also actively involved in their community, hosting blood drives, picking up trash along an adopted local stretch of highway and preparing lunches at two local homeless shelters. Last year, they served more than 100 hot meals.

### *Cleaning Up Our Communities*

Employees in Madison, WI, and California have adopted highways and regularly volunteer time to clean stretches of highway.

### *Helping Families in Need*

Employees from Promega Cell West location in Madison, WI, shopped together during the holiday season to buy items for The Road Home in Dane County that helps families experiencing homelessness. Staff at Terso Solutions also collected funds and necessities for these families.

### *Supporting Local Food Banks*

Team members from the Promega Madison Quality Assurance department donated time at the Second Harvest Food Bank that equated to 843 meals. Promega Biosystems in Sunnyvale, CA, also collected food and raised funds for families in need in the Silicon Valley area.

### *Employee Giving Campaign*

For 21 years, Promega Madison has matched dollar for dollar the charitable donations the employees make during the company's annual Giving Campaign. Employees can direct contributions to Community Shares of Wisconsin, United Way of Dane County, or another charity of their choice. Following a devastating hurricane season, the 2017 Employee Giving Campaign expanded to include an option to give to the United Way Hurricane Relief Fund. Over the last 21 years, the Employee Giving Campaign has generated \$1.8M USD for philanthropic causes.

Next Page (top to bottom, left to right):

Promega Madison and Terso employees volunteer with Habitat Humanity.

Employees from Promega Biosciences participate in a road cleanup.

Employees from Promega Madison participate in road cleanup.

Promega employees shopping for families struggling with homelessness.

A food drive to support needy families in California.

Our quality assurance team volunteering at the Second Harvest Food Bank.





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## Promega in Action

Supporting a culture dedicated to service, Promega headquarters in Madison, WI, offers employees the opportunity to apply for up to five business days (40 hours) of paid time to volunteer for the charity or organization of their choice as part of the Promega in Action initiative. The employee is asked to journal his or her interactions through writing, videos and photographs and then come back to present and share these insights with colleagues. Here are a few recent Promega in Action experiences:

In 2017, I volunteered at the 24-hour “Goosebumps” Race, sponsored by the Local Lupus Alliance in La Crosse, WI. This organization is a nonprofit that provides financial, emotional and educational support to people suffering from Lupus and their caregivers. I felt honored that Promega would grant me the paid time off to help with setting up, organizing the event, and participating in the run. The “Promega in Action” program provides us opportunities to share our talents within our communities and to gain a deeper understanding of the various challenges that others live with day-to-day.

—Promega Employee



A Promega employee volunteered at the 24-hour “Goosebumps” Race.

I volunteered with a nonprofit afterschool center in Nairobi, Kenya, to provide hands-on science workshops for youth, exploring topics such as pH, heat exchange and aerodynamics. The Promega in Action program greatly benefits employees by providing time for them to connect with communities and fulfill roles outside of the scope of their everyday lives. My Promega in Action experience left me feeling grateful, connected creatively inspired and reenergized.

—Promega Employee



As part of the ‘Promega in Action’ program, a Promega employee provided science workshops for youth in Nairobi, Kenya.

All our locations globally look for ways to support employees and encourage them to be active in their community. Promega Biosciences is one example of this where all full-time employees are offered four hours of paid time each month to give back.

## Long-Term Commitment to Cornerstone Organizations

### *The BioPharmaceutical Technology Center Institute (BTC Institute)*

This not-for-profit organization founded by Promega in 1993 provides educational, scientific and cultural enrichment experiences. Educational programs focus on the life sciences for a wide range of learners including upper elementary students, career scientists in academia and industry, and the general public. Often this learning is offered in partnership with other community organizations such as the Dane County School Consortium, Madison College and University of Wisconsin–Madison (UW-Madison). For instance, middle and high school teachers are served through several stipend-supported summer courses designed to help them effectively incorporate biotechnology into their curricula. Six graduate level courses for UW-Madison, including all three Molecular Technologies courses for the Masters in Biotechnology Program, are offered through the BTC Institute. During the 2016–2017 academic year, approximately 3,250 middle and high school students from Wisconsin and Illinois visited BTC Institute labs for hands-on, molecular biology-based field trips. An “on the road” program that brings BTC Institute teachers and lab activities directly to classrooms reached 510 students in 2016–2017.



Annually, the BTC Institute hosts the International Forum on Consciousness, bringing together the worlds of natural and social sciences, and the Wisconsin Stem Cell Symposium in partnership with the UW-Madison Stem Cell and Regenerative Medicine Center.

### *Today's Learners, Tomorrow's Leaders*

For 25-years, Promega has been a substantial supporter of Woods Hollow Children's Center. This nonprofit child care center is located on the main corporate campus and is open to Promega employees as well as families in the surrounding community. Woods Hollow 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 center promotes parent involvement in all center activities and appropriate teacher compensation. Thanks to the dedication and expertise of a committed staff, Woods Hollow operates within NAEYC guidelines, the highest accreditation standards in the U.S.

Learn more at: [woodshollow.org](http://woodshollow.org)



## Engagement and Support in Education, Science and Creativity

### Education

#### *Supporting Young Researchers*

Promega France opened its branch office, as well as the Promega Europe Training and Application Lab (PETAL) in Lyon, to the BioDocs biotechnology student association for a day. Young researchers had opportunities to learn more about the industry and ask Promega scientists questions about their careers and educational backgrounds.



#### *Encouraging Literacy in China*

Promega Beijing has stepped up to support areas in China where life can be difficult and schools are short on supplies. The branch has given hundreds of books and donated computer classrooms to elementary schools in remote areas. Additionally, Shanghai Promega has made donations annually to the Hometown Education Foundation to support students with exceptional academic performance in impoverished areas of China.



#### *Scientists in the Schools*

Technical Services Scientists from Promega Madison regularly visit local elementary and middle school classrooms to provide students with hands-on experience in molecular biology. In 2017, Promega scientists visited 73 classes in 22 schools where they helped 1,700 students extract DNA from strawberries during engaging lessons in genetics.

#### *Madison Area Technical College Advanced Manufacturing Scholarships*

Promega provides funds for training in advanced manufacturing technology and processes—skills vital to our future success and innovation as a biotech manufacturer.

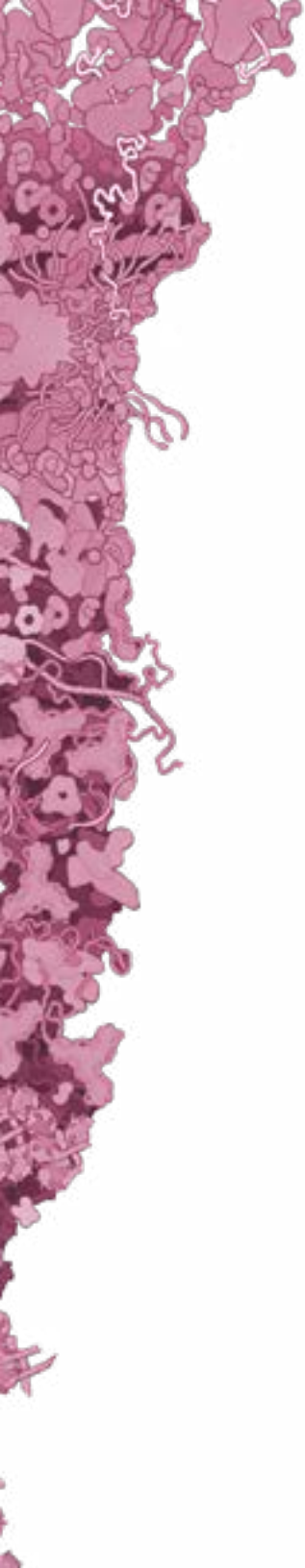
#### *Gateway Technical College Foundation*

A 2017 donation to this foundation supports youth camps that focus on careers in the health care field. Camps are held at Gateway's Inspire Center, home to a state-of-the-art human patient simulation lab.

#### *The Smith Family*

This Australian children's charity works to help disadvantaged children get the most out of their education. Promega Australia supported the organization's Learning for Life program, which offers these children the extra help they need to stay in school.





over  
**\$1,000,000**

donated in 2017

**200+**  
Organizations  
Supported



Science



Education



Creativity

### **Promega Training Support Program**

Instructors at the high school, undergraduate and graduate levels who teach courses using DNA, RNA, protein or cell-based techniques have the opportunity to receive discounts of up to \$2,000 in Promega products to supplement their classes. For more information, visit: [promega.com/products/pm/na/training-support-program](http://promega.com/products/pm/na/training-support-program)

### **ESI Education for Post Docs**

For the last several years, Promega has been defining and refining workplace best practices based on the principles of emotional and social intelligence (ESI) to foster a supportive and dynamic environment across the entire company. In 2017, Promega Italy experimented with an innovative new way to connect with customers by facilitating a two-day course to share these ESI insights with post-doctoral students at the Molecular Oncology Institute in Milan. Two Human Resources facilitators from Promega Madison led the management training sessions that focused on leadership conversations, as well as identifying strengths, motivators and challenges in oneself and team members, then recognizing how to take full advantage of those attributes. The experience was a unique and meaningful connection that exceeded expectations for everyone involved. Feedback from the young scientists was overwhelmingly positive, and Promega leaders discovered novel ways for branches and departments to collaborate.



### **Space for Community Events**

Facilities on the Madison campus are made available for use by local organizations for educational, scientific and business purposes. The BioPharmaceutical Technology Center (BTC) meeting rooms, the 300-person auditorium, and even the building's rooftop terrace are available for rental at tiered rates for nonprofit and for-profit organizations.

## **Science**

### **Empowering Young Scientists Competing in iGEM**

The International Genetically Engineered Machine (iGEM) competition is dedicated to the advancement of synthetic biology, education and collaboration. Multidisciplinary teams of high school and university students work together to design, build, test and measure a system of their own design using interchangeable biological parts and standard molecular biology techniques. Promega Japan collaborated with teams since the competition began in 2003, providing free products, technical support and feedback when teams present their research to Promega Japan scientists. Promega GmbH has supported iGEM since 2011. Last year, the branch sponsored six teams, donating more than 10,000 Euros in products, as well as sponsoring and presenting at the Meetup for all German iGEM teams.



### **Marine Biological Laboratory (MBL)**

As one of the largest nonprofit biological laboratories in the world, MBL attracts leading life scientists and students from around the globe to its facility in Woods Hole, MA. The Promega Discovery Fund, established in 2013, supports the MBL Education Department in offering highly competitive, discovery-based courses and research programs, as well as tools and technologies. A Promega scientist also works on-site to assist students during summer courses. Promega provides additional monetary support for the MBL Director's Vision Implementation Fund to ensure the institute's future growth.

Next Page:

Top: The International Genetically Engineered Machine (iGEM) Competition is a premier student competition in synthetic biology.

Bottom: The Promega Discovery Fund supports the Marine Biological Laboratory Education Department to offer courses, research programs and tools.



### **Promega Award for Biochemistry**

In recognition of important collaborations in the study of stem cells from innovative researchers in China, Promega partners with the Chinese Society of Cell Biology to grant The Promega Innovation Award. In 2017, Dr. Lingling Chen from the Chinese Academy of Science and Dr. Dawang Zhou from Xiamen University received the award.



### **Scientific Journalism Workshops**

Promega GmbH organizes annual workshops for reporters from national and regional media to discuss new information and current trends in bioscience, as well as to promote transparency in the bioscience field between researchers and the general public.



### **Supporting Cancer Patients and Research in Amsterdam**

Promega Benelux participated in the Stronger Than Ever ¼ triathlon to use sport to provide support for cancer patients, their friends and relatives. Funds raised from this event to cancer research and organizations supporting cancer patients.



### **3MT (Three Minute Thesis) Madison**

Hosted by the University of Wisconsin–Madison chapter of Graduate Women in Science, Promega sponsored this contest that challenges university students to explain their scientific research to a diverse audience in three minutes.

### **International Symposium on Human Identification (ISHI)**

This annual collaborative meeting, sponsored by Promega since 1998, has grown into the world's largest conference focused on technologies, policies and innovations in forensic DNA analysis for human identification. Some 1,000 scientists, DNA analysts, law enforcement professionals, and legal and ethical experts from 40+ countries come together to share knowledge through interactive workshops, presentations, case studies and scientific poster sessions. Many labs and industry agencies count hours attended towards continuing education requirements. ISHI is an inclusive forum open to all practitioners and suppliers of DNA analysis for human identification.

### **Courir Pour Elles (Run for Them)**

Promega France raised funds and awareness for research into cancers that affect women through corporate sponsorship of this annual event. A team of Promega France employees also took part in the race.



### **Supporting Cardiovascular Research in Spain**

Promega Biotech Ibérica organized a 10km walk in collaboration with Spain's National Center for Cardiovascular Research (CNIC) to benefit educational programs.



Next Page (top to bottom, left to right)

Promega Benelux participated in the Stronger Than Ever ¼ triathlon to use sport to provide support for cancer patients.

Promega Biotech Ibérica organized a 10km walk in collaboration with Spain's National Center for Cardiovascular Research (CNIC) to benefit educational programs.

Promega France employees raised funds for women's cancer research by sponsoring and participating in the Courir Pour Elles.

The Promega Innovation Award is provided to the Chinese scientist who makes the most significant advances in the study of stem cells.





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### ***Capital Science & Engineering Fair***

Promega sponsored the 2nd Runner-Up award for this annual event that provides high school students from South Central Wisconsin the opportunity to showcase their research.



### ***Pittarosso (Pink Parade)***

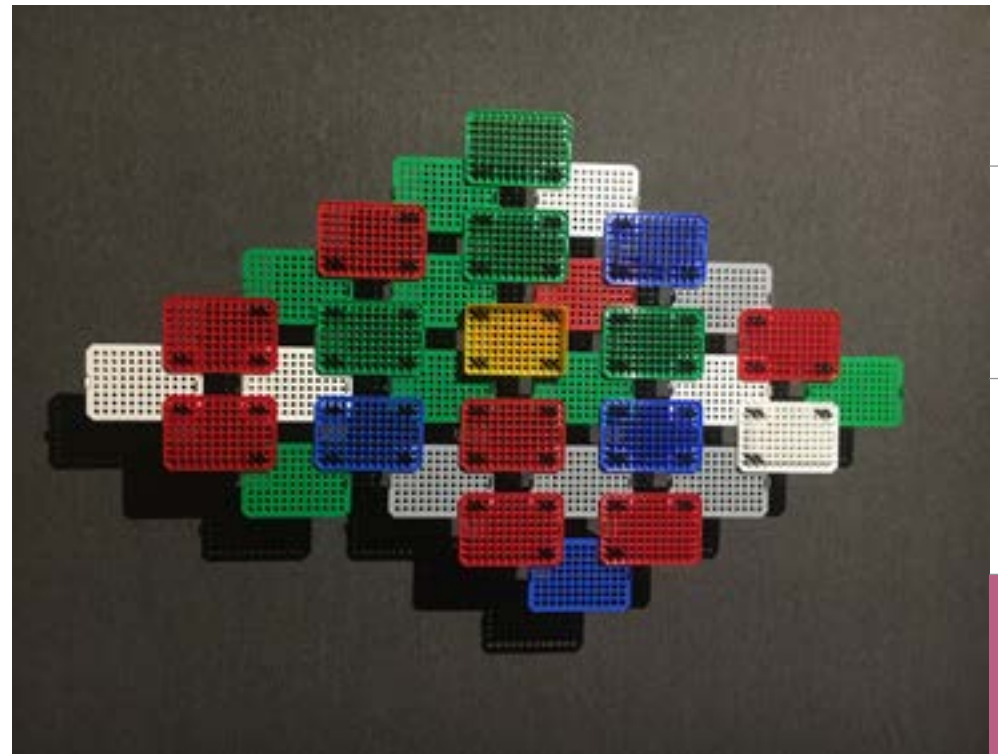
Employees from Promega Italia volunteered as organizers at this annual race to raise funds for breast cancer research.



### **Creativity**

#### ***Recycled Artistry***

Discarded Promega pipette boxes and tip holders inspired Madison, WI, artist Victor Castro to zip-tie these plastic grids and boxes together to build installations of large, colorful wall hanging sculptures. His most recent work is on display at NYU Langone Medical Center in New York.





### ***Promega Art Showcase***

Hosted on the Promega Madison campus for more than 20 years, the Art Showcase is a quarterly exhibit featuring the work of local and international painters, photographers, sculptors and artists in many other media. Professionally curated exhibitions, which are free and open to the public, offer both well-established and up-and-coming artists a venue for their work, and provide an opportunity for the surrounding community to explore diverse perspectives. Showcase opening symposiums consistently attract hundreds of art enthusiasts. An annual Promega employee art show supports a corporate culture that encourages creative expression.

Learn more at: [promega-artshow.com](http://promega-artshow.com)

### ***Cool Science Image Contest***

Is it science? Is it art? Yes. Images from microscopes, satellites, telescopes and other technologies are informative, but they can also be true works of art. The annual Cool Science Image Contest, sponsored by Promega, challenges students, staff and faculty at the University of Wisconsin–Madison to capture and share compelling science images. Winning images are showcased at Promega headquarters and at the Wisconsin Science Festival, and are also featured on UW-Madison web sites and other communications.

# Additional Info

2018 Corporate Responsibility Report

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## 2018 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, 2017 to December 31, 2017. This is the tenth Promega report in this area following the initial report released in July of 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 19 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 2017 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 2017 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](mailto:sustainability@promega.com) with any questions on the Promega Corporate Responsibility Report.

## Key Indicators

Economic	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Number of Employees	958	972	1,117	1,197	1,223	1,285	1,327	1,381	1,440	1,483
Building Footprint (Square Meters)	56,757	56,757	63,892	64,039	66,991	81,623	96,392	101,605	104,601	110,373
Number of Global Locations	16	17	17	17	18	18	19	19	19	19
Environmental										
Greenhouse Gas Emissions (Tons of CO <sub>2</sub> )	22,397	21,822	23,819	24,401	24,401	29,161	34,928	37,021	38,983	39,149
Emissions Per Million in Revenue (Tons of CO <sub>2</sub> /Million Dollars)	111.1	102.6	100.2	94.0	84.3	92.9	104.6	106.2	106.1	98.6
Emissions Per Building Footprint (Tons of CO <sub>2</sub> /Thousand Sq. Meters)	394.6	384.5	372.8	381.0	364.2	357.3	362.4	364.4	372.7	354.7
Energy Consumption:										
Electricity (kWh)	16,880,814	16,393,560	16,363,009	17,592,001	17,785,445	21,284,680	26,692,713	27,784,046	29,902,153	29,233,413
Natural Gas (Therms)	683,201	667,819	658,883	664,891	603,132	916,119	1,275,922	1,200,345	1,246,352	1,313,131
Water Consumption (Liters)	53,909,442	54,792,714	67,762,529	72,043,407	78,156,757	87,518,687	134,390,427	119,265,434	122,648,487	121,627,418
Total Paper (Reams)	127,631	22,894	27,798	18,522	28,141	16,488	24,972	12,360	14,378	11,748
Solid Non-Hazardous Waste (Cubic Meters)	6,670	6,288	7,182	9,123	9,249	9,710	9,784	10,622	11,912	13,947
Incinerated (Cubic Feet)	249	183	204	207	211	274	189	214	163	162
Land filled (Cubic Feet)	3,242	3,179	3,603	4,365	4,224	4,465	4,402	5,297	5,752	5,854
Recycled (Cubic Feet)	3,179	2,926	3,375	4,551	4,814	4,971	5,193	5,111	5,996	7,932
Chemical Waste (Kilograms)	65,950	65,521	80,394	75,151	84,626	69,775	76,106	83,949	92,444	104,104
Infectious Waste (Kilograms)	4,226	4,278	4,201	4,157	5,796	6,236	6,569	7,475	9,527	10,446

## GRI Index

We are committed to transparent reporting on our environmental, social and economic performance. This report contains Standard Disclosures from the Global Reporting Initiative (GRI) Sustainability Reporting G4 Guidelines. The following table has been developed to help users locate specific information in the report.

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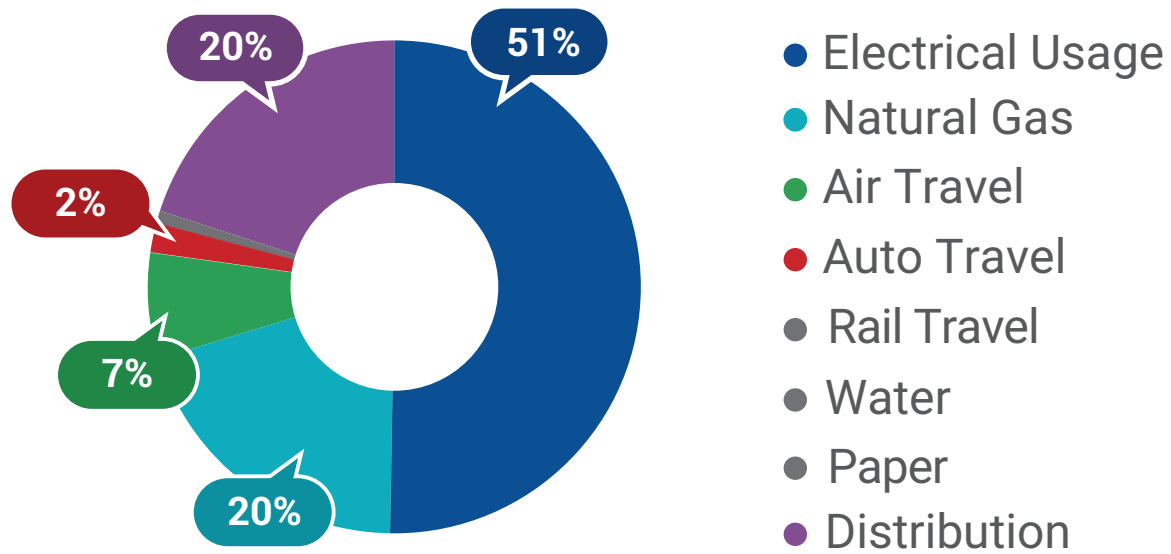
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## Global Carbon Footprint

Tons of CO<sub>2</sub> per Million USD

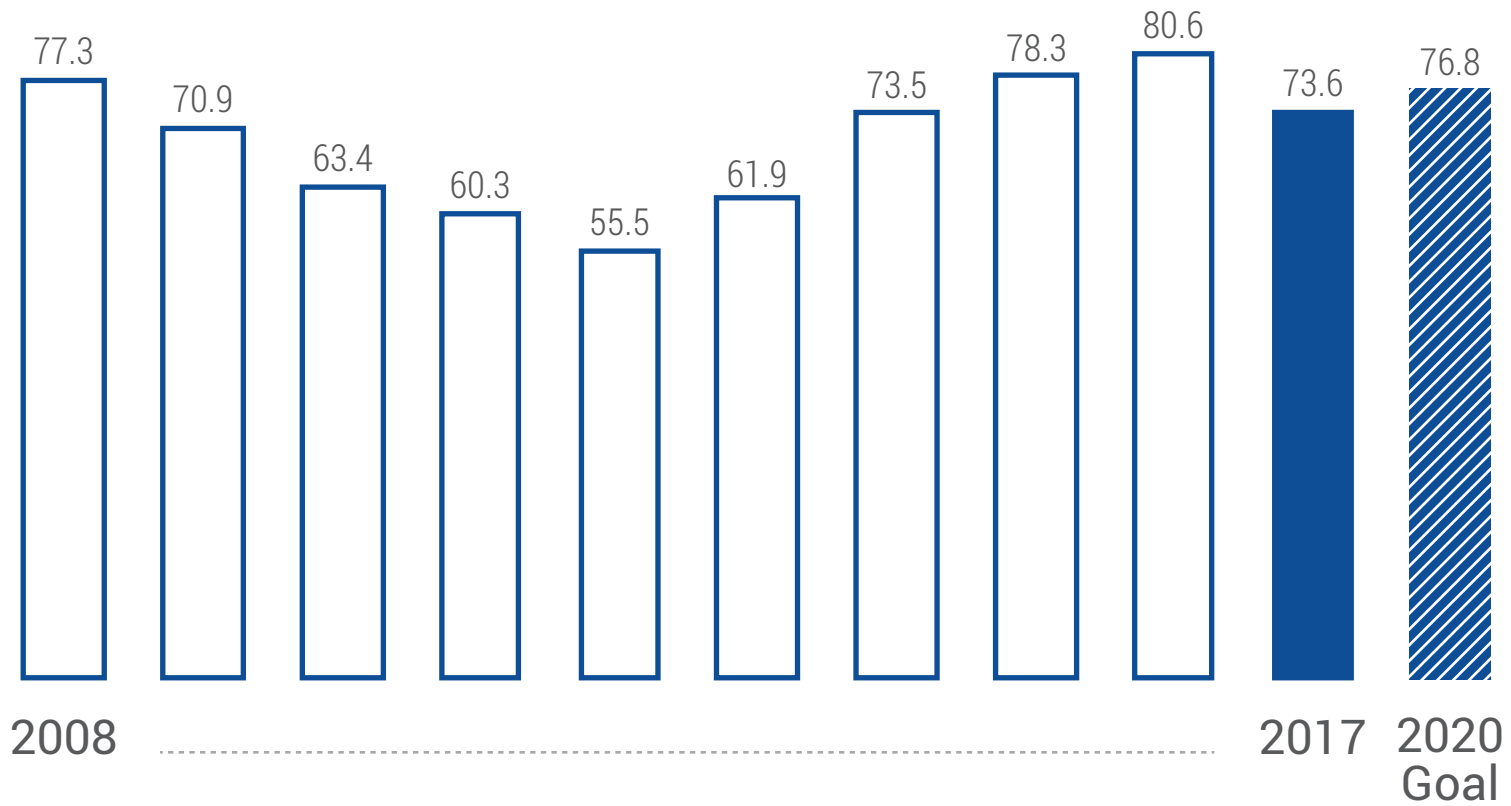


## Global Carbon Footprint Composition



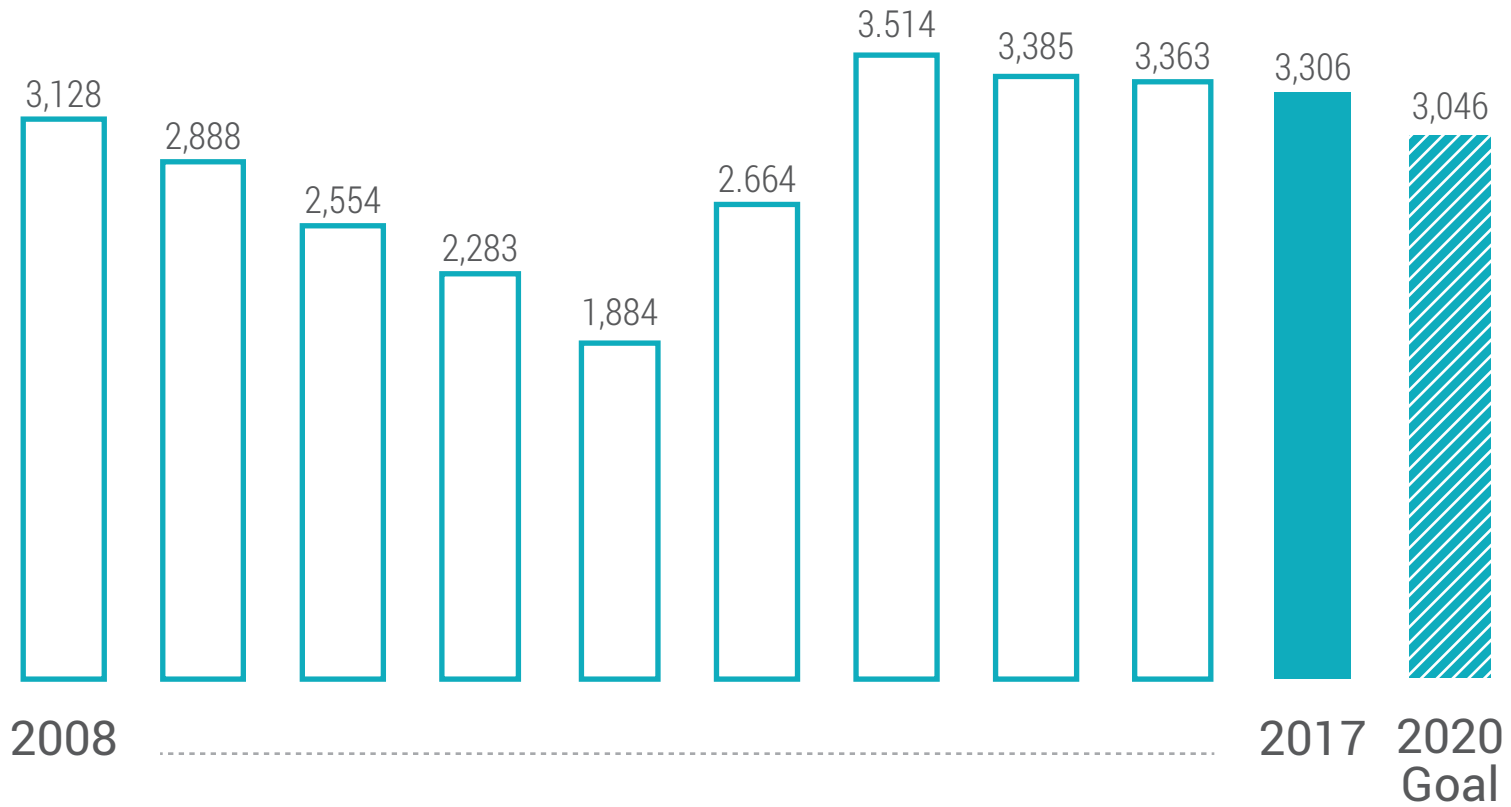
# Global Electricity Usage

Thousands kWh per Million USD



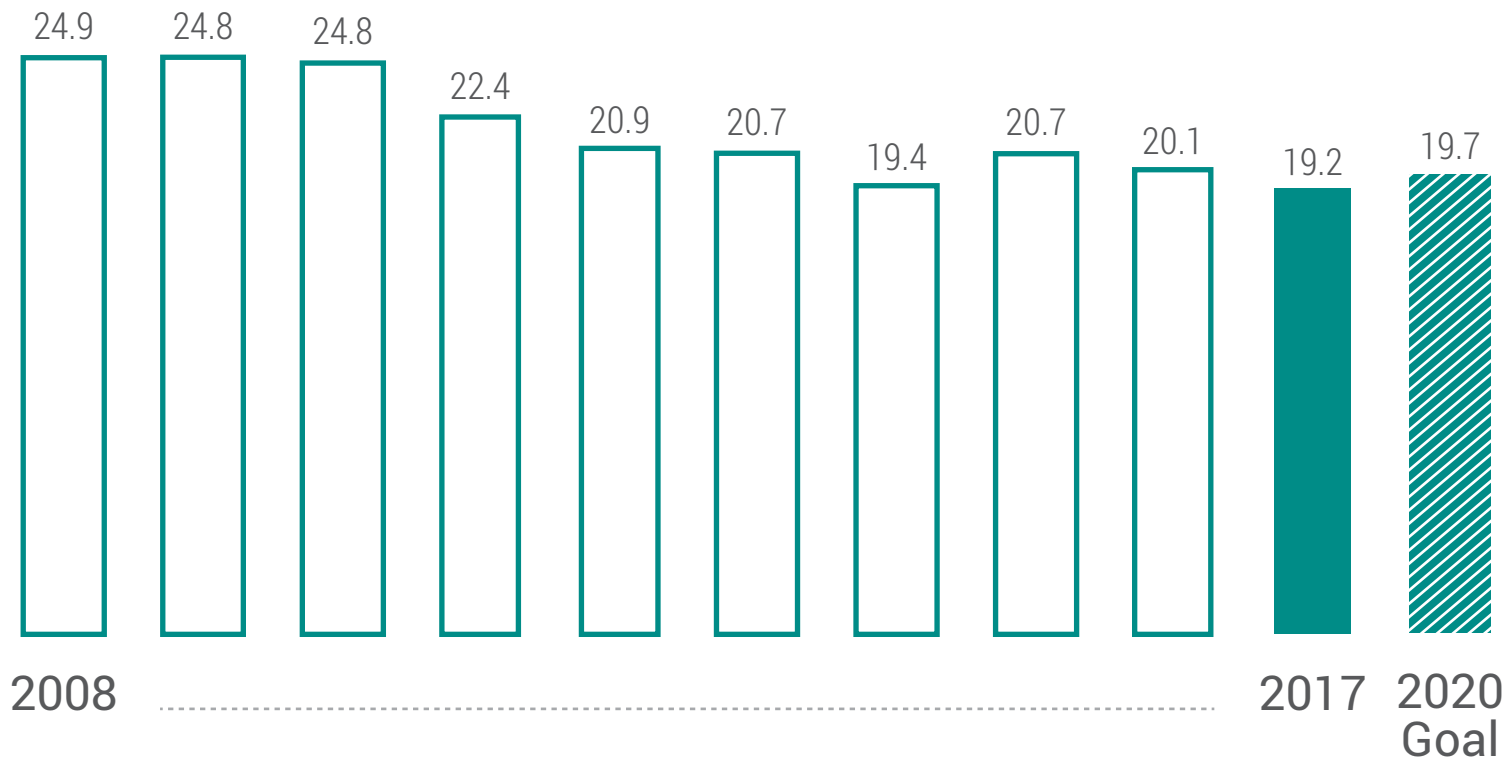
# Natural Gas Usage

Therms per Million USD



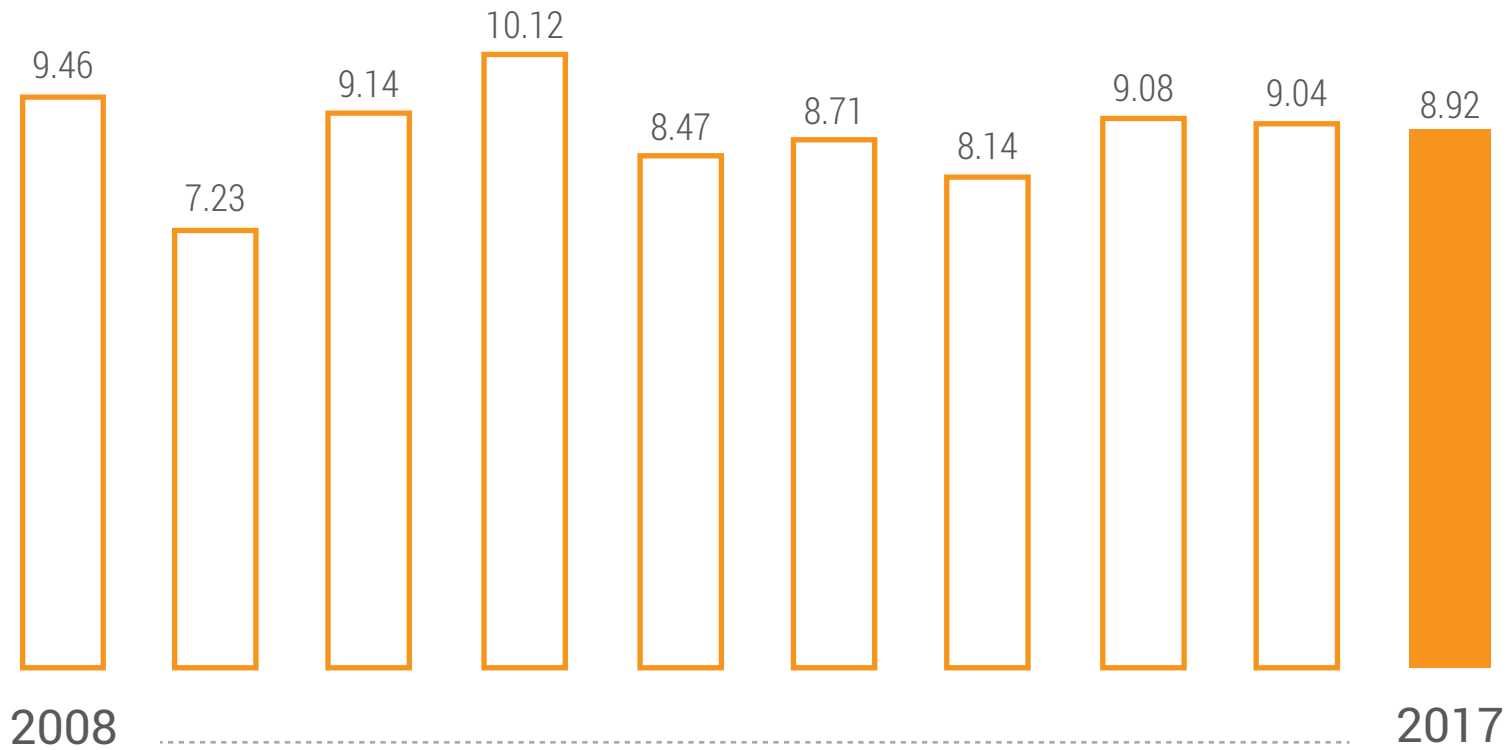
# Global Distribution Emissions

Tons of CO<sub>2</sub> per Million USD



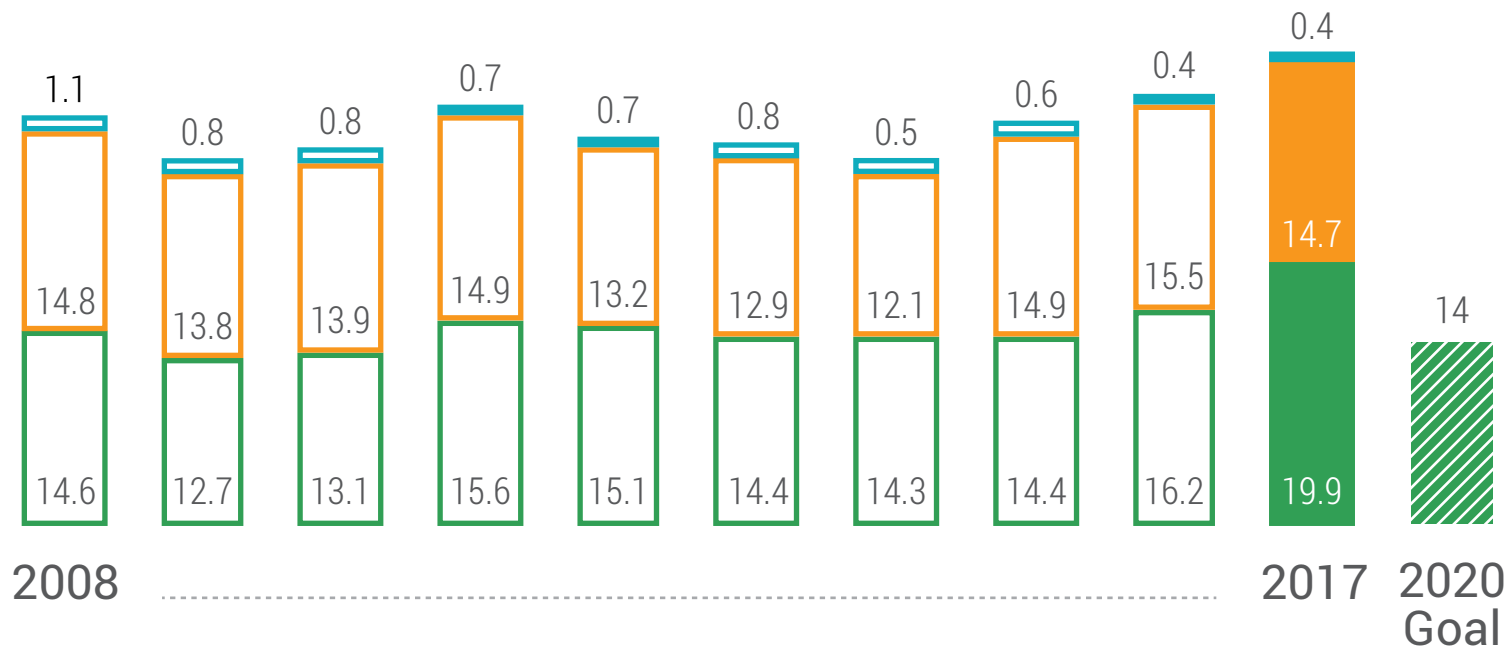
# Business Travel Carbon Footprint

Tons of CO<sub>2</sub> per Million USD



## NonHazardous Waste

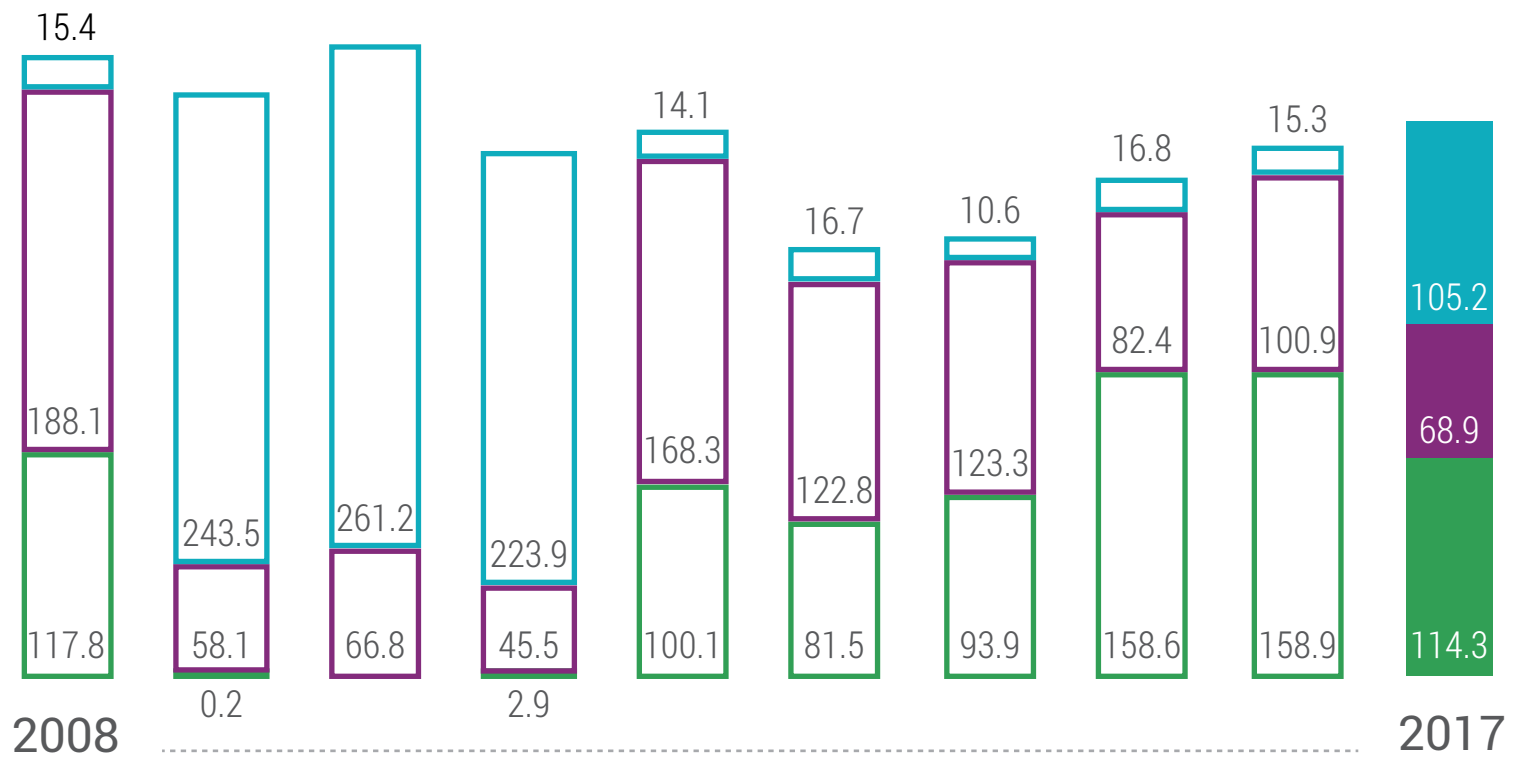
Cubic Yards per Million USD  
Recycled/Landfilled/Incinerated





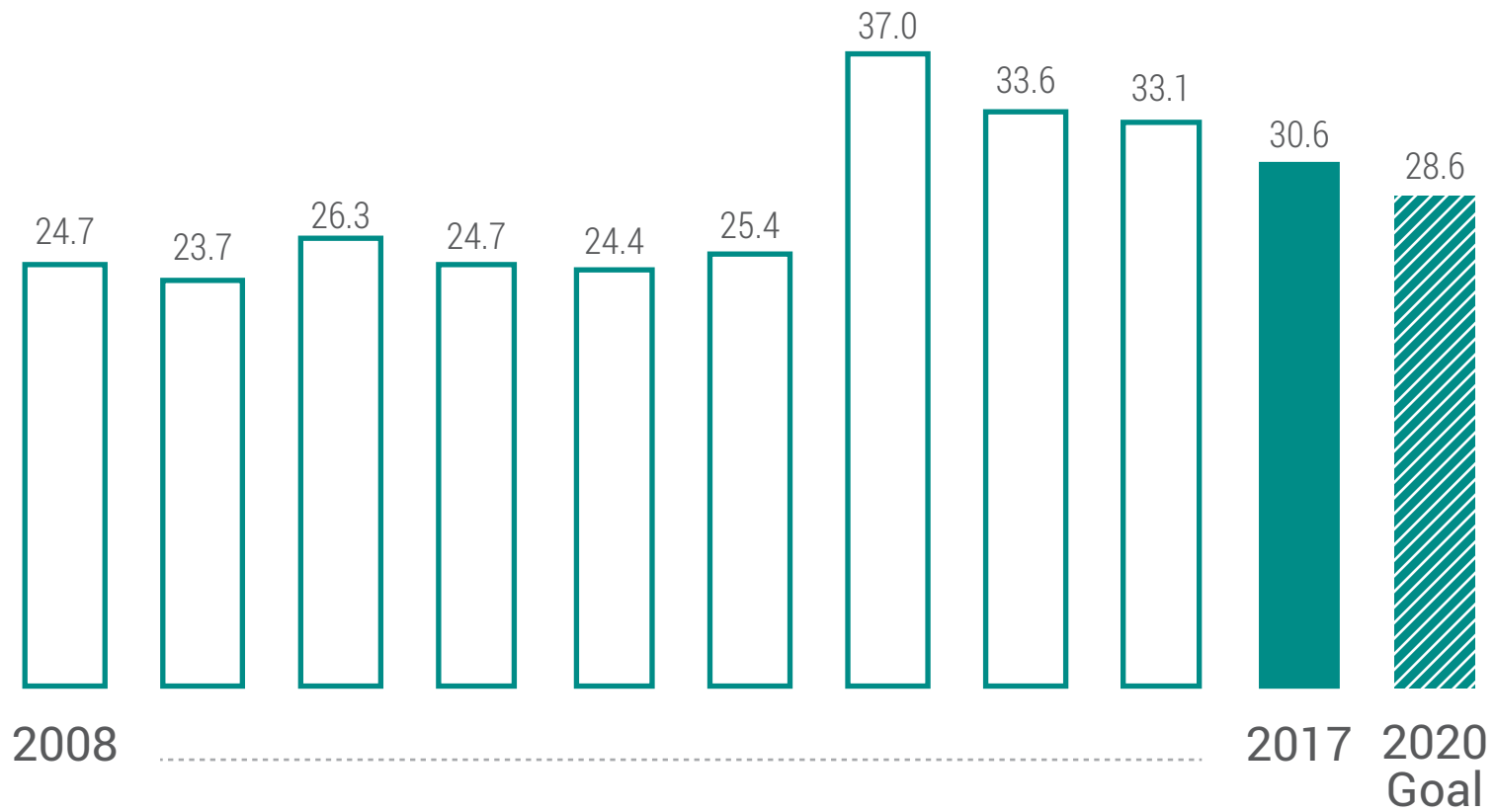
## Hazardous Waste

Cubic Yards per Million USD  
Recycled/Treated/Incinerated



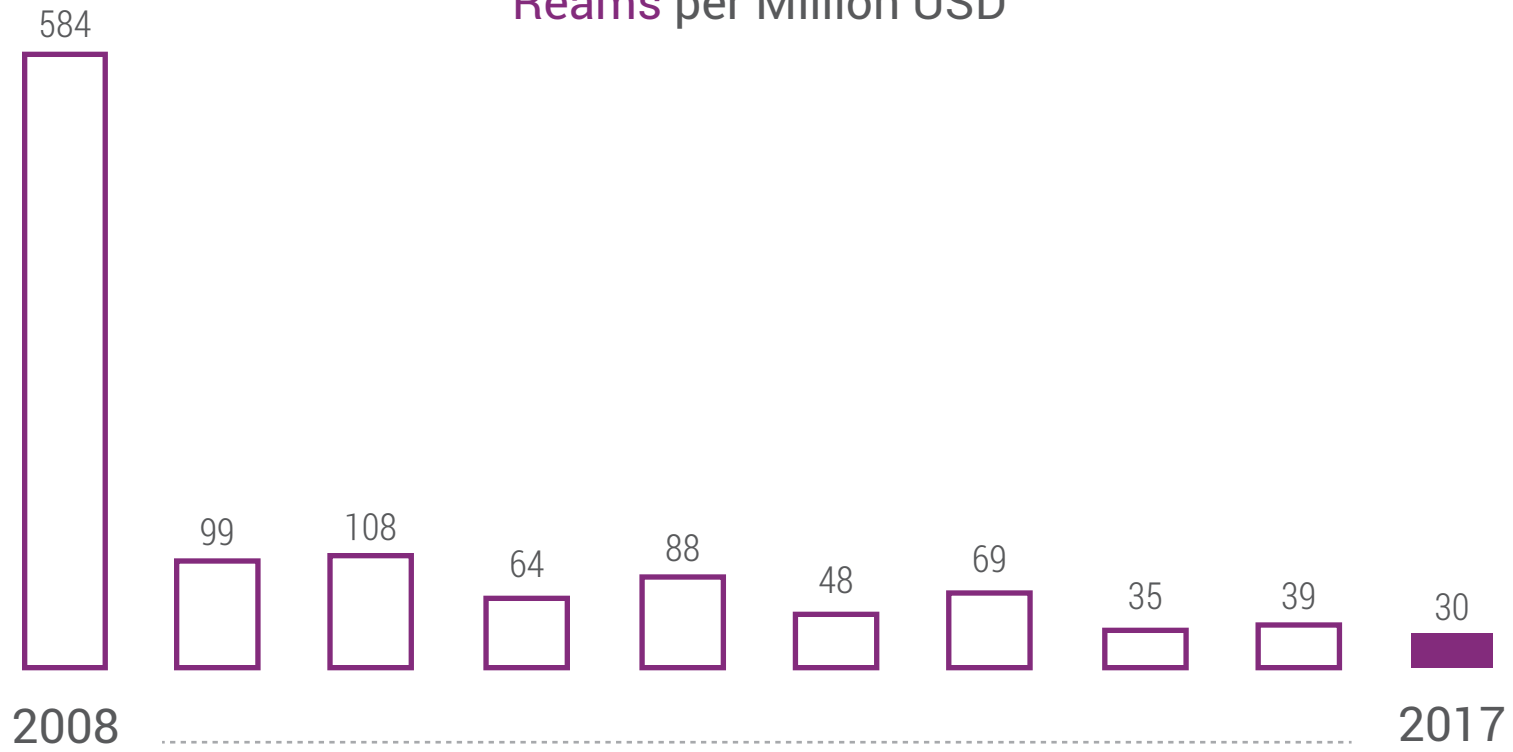
# Water Usage

Tens of Thousands of Liters per Million USD



# Paper Usage

Reams per Million USD





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