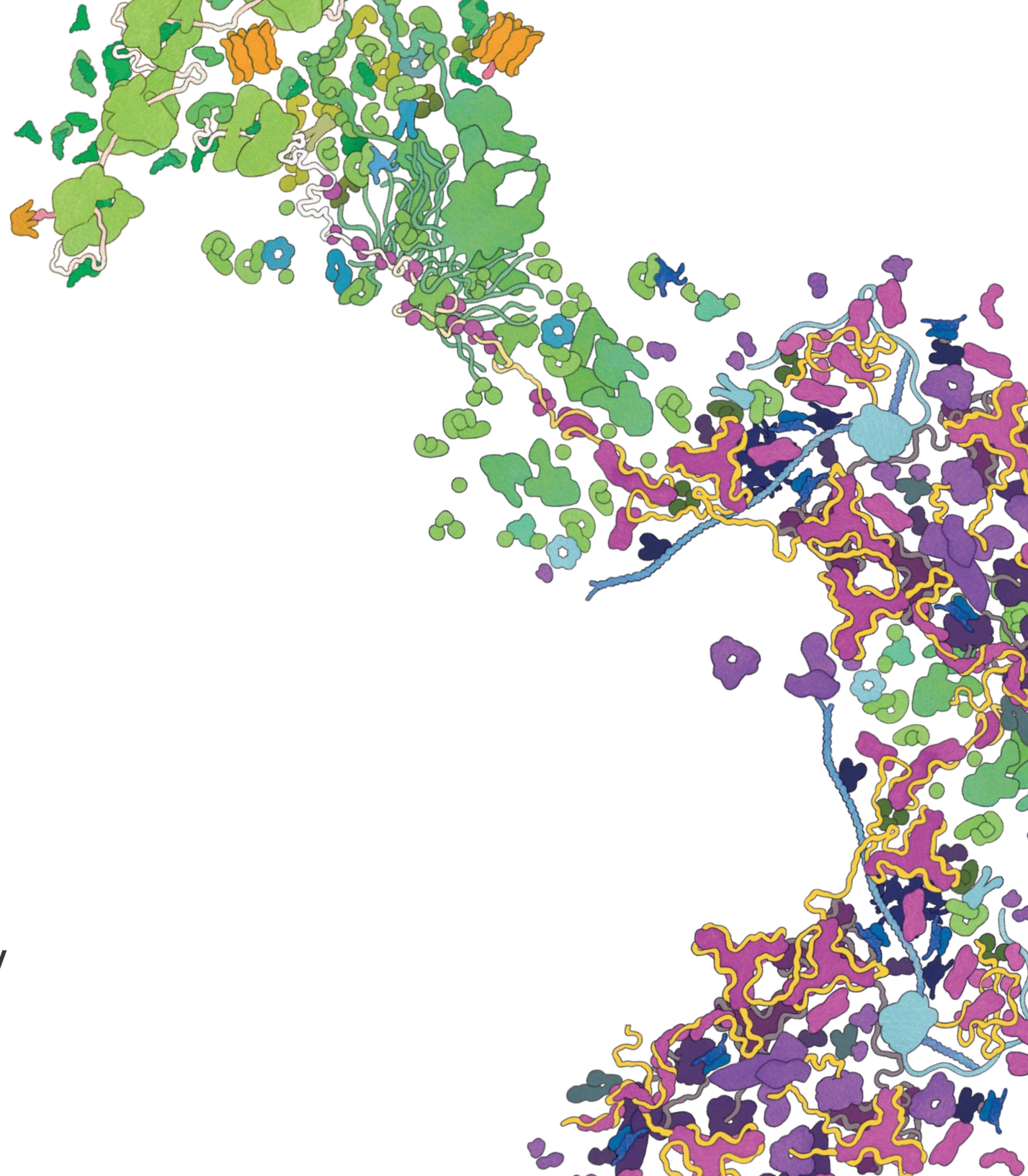




Discovering
a better world,
together

2022 CORPORATE RESPONSIBILITY REPORT



Corporate
Responsibility
Report **2022**



In 2021, Promega Switzerland sponsored and held its first annual Art + Science Contest. "Encounter of Micro and Macro Worlds" by Ester Piovesana from the University of Southern Switzerland was one of the finalists.

The image is explained by the artist:

This artwork results from a collaboration between a scientist and an artist describing the coexistence of macro and microbiology. It incorporates the different scales of biology in a single vision using different techniques ranging from confocal images to digital art. Induced neurons are transformed in flowers on a mountainous landscape, reminding us of a head profile that recalls these cells' natural origin: the brain.



Bill Linton
WILLIAM A. LINTON
Chairman and CEO

Letter from the CEO

Challenges we are now experiencing in the world, our communities, and often our personal lives, are significant. Many factors feel unsettling with the news of economic hardships, looming expansion of war in Europe, continued struggles with COVID and environmental crises. While we have no control over most of these things, there is something we can do: we can choose how to react.

The power and strength of the individual action is profound. We see it again and again in sustainable practice, invention, healthcare and human rights that one person can spark beneficial change in our world.

At Promega, we find that the core principles of emotional and social intelligence (ESI) we have defined as central to our organization's culture, can help lead to internal peace, equanimity and calm in the midst of a storm. These core principles are so effective because they tap into the profound strengths found in each of us. Our ESI core principles** like "Check in with yourself" and "Listen with empathy" sidestep global chaos and amplify personal strength. By focusing on what we can control, we can direct our time and energy to where we have the most influence, open ourselves to courage and creativity and enter a world bigger than ourselves.

The choices we make have ripple effects on those around us. By choosing to live with calmness and confidence instead of fear and anxiety, we are in a better mindset to mitigate suffering in our own spheres of influence and to become more intentional to bring about positive change on a larger scale.

Skeptical? Know that you are not alone. We all feel like starting with ourselves just isn't enough in today's world, and yet science shows the individual is where meaning making begins. Says Galileo *"In the questions of science, the authority of a thousand is not worth the humble reason of a single individual."*

So we start with what we can control in ourselves and we go from there. That's enough for today and who knows what it could become tomorrow.

** See "People Care" section for all six ESI core principles.



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Additional Info

About the Promega Corporate Responsibility Program

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



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

– **Corey Meek, Corporate Responsibility Program Manager**



Corporate Mind

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

A partnership between Promega Ibérica and the Universidad Autónoma de Madrid helps graduate students see careers in biotechnology.

Our Story

Founded in 1978, Promega is based in Madison, WI, USA. The company has sales branches in 16 countries, more than 50 global distributors and three manufacturing locations.

We make high-quality tools that life scientists around the world use to answer their most challenging questions. Specific combinations of chemistry – reagent “tool kits” – allow customers to carry out laboratory tests in the fields of cell biology; DNA, RNA, and protein analysis; drug development; human identification and molecular diagnostics. Our integrated systems provide instruments to automate various research and lab procedures, increasing efficiency and precision.

Promega is powered by more than 1,900 employees worldwide who bring their unique talents, perspectives, and passions to the organization. Every person in every role is valued.

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



Who Uses Our Technologies?



Pharmaceutical and Biotechnology Industries

Discovering new drugs to fight disease



Clinical and Molecular Diagnostics Laboratories

Detecting disease and determining therapies



Applied Testing

Ensuring environmental, food, water and plant safety and quality



Government and Academic Research Laboratories

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



Forensics and Paternity Laboratories

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





1,908

Employees

36

New Products
Launched in 2021

750M

Revenue Over
(USD)

669

Issued & Pending
Patents

Over
9%

of Revenue
Invested in R&D

16

Countries with
Sales Branches

6M

kWh of Renewable
Energy

Over
4,000

Products

137k

Square Meters of
Building Footprint

Promega by the
numbers: 2021

Purpose, Vision and Values

Purpose

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

Vision

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

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

Values

Promega reflects a set of living values that include:

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

Investing in a Sustainable Future

As a famous scientist has stated, time is relative. While traditional quarters are considered in three-month increments, Promega also measures quarters in years. Twenty-five, to be exact. And we view our first 100 years in business as a key milestone in our development as an organization. Setting a course to span our ever-evolving first century entails committed investment in people, innovation, sustainable practice, infrastructure and community. It also means embracing adaptability and flexibility to respond to the emerging complexities of our time.

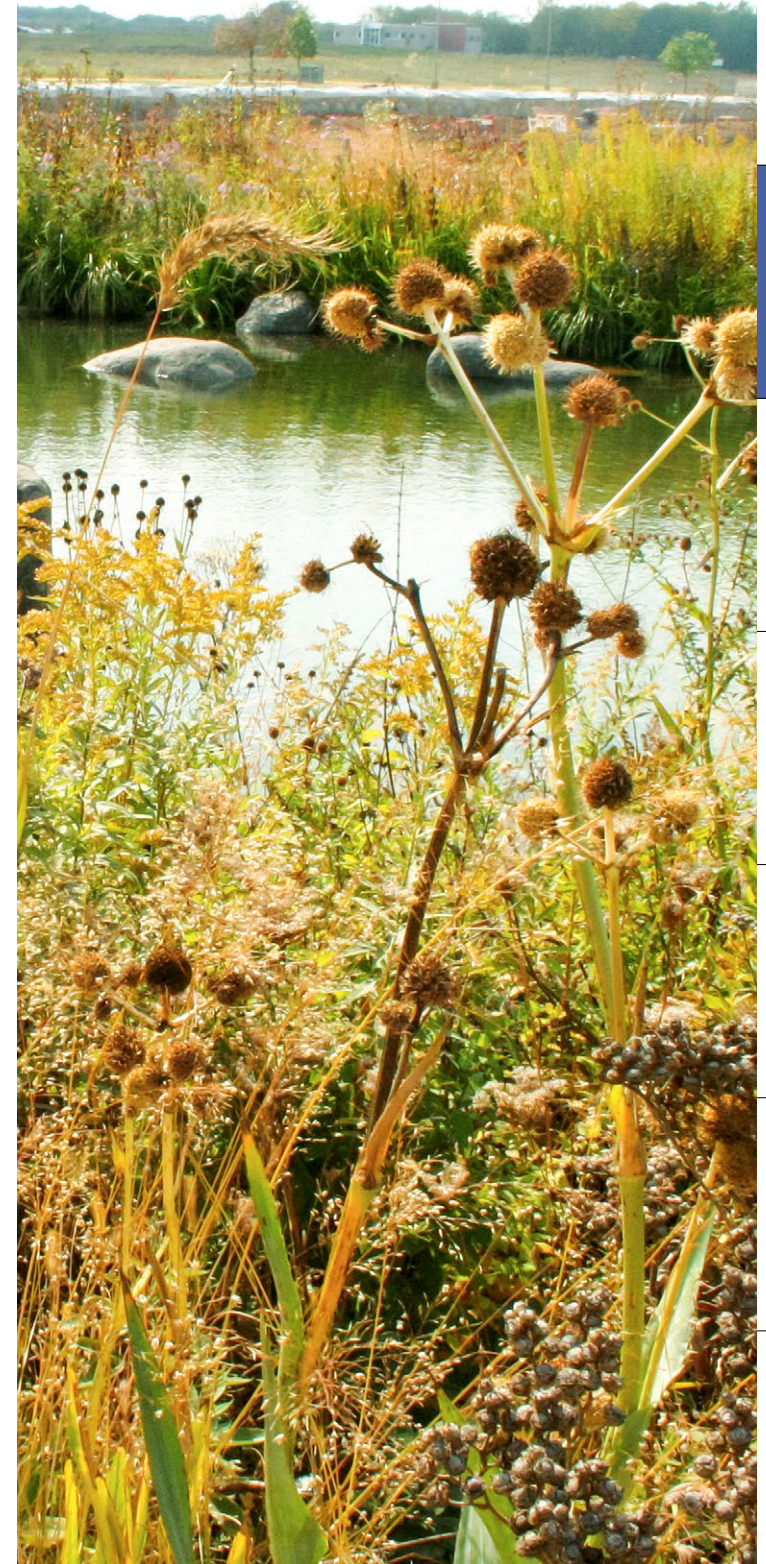
Supporting Scientific Discovery

Promega supports scientific discovery with more than 4,000 catalog and custom products and a commitment to expert technical support. During calendar year 2021, product revenue exceeded \$790 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 77 granted patents and 69 filed in 2021, bringing our intellectual property library to over 567. In the last year, Promega research and development discoveries, along with 40 new product offerings, fulfilled customer needs by:

- Providing an FDA-cleared diagnostic to screen for Lynch syndrome in patients with colorectal cancer (**OncoMate MSI Dx Analysis System**)
- Developing a complete workflow for wastewater testing labs to detect SARS-CoV-2 (**Maxwell® RSC Enviro Total Nucleic Acid Kit** and **Wizard® Enviro Total Nucleic Acid Kit**)
- Discovering a novel drug discovery concept for cancer and other diseases (**Trivalent PROTAC research**)

RIGHT: Over 20 years ago Promega transformed a concrete storm water spillway into an ecologically diverse seven-acre prairie swale that is home to native wildflowers and grasses.





Recognition:
2022 Top Workplace

Promega is a national and regional 2022 Top Workplace based solely on employee engagement surveys compiled by research firm Energage. Employees ranked work-life balance as the company's strongest culture driver.

Prioritizing People, Planet and Place

Promega continuously develops a culture that fosters personal connection and helps employees harmonize the many parts of their lives. People come first. Promega has been recognized as a 2022 Top Workplaces USA and Regional (Madison, WI) award winner based solely on employee engagement surveys showing that work-life balance is the company's strongest culture driver. The People Care section of this report expands on how Promega supports employees.

Our global facilities currently exceed 177,000 m² or 1.9 million ft², all applying sustainable design approaches. Promega Madison opened its new research facility, Kornberg Center, and its leading-edge component manufacturing facility, Chappelle Center, in 2021. For details of these expansions and the environmental focus of all operations, see the Planet Aware section of this report.

Promega operations worldwide contribute to the communities where we operate. In the state of Wisconsin alone, Promega has an annual economic impact of over \$1 billion each year. Beyond financial impacts, the relationships we build in our communities foster responsiveness, growth and opportunity. Learn more about how we champion science education, research and creativity in the Community Touch section of this report.

BELOW: The newly completed Kornberg Center integrates sustainable best practices from around the world that reduce energy usage by 65% relative to a facility built to code.



Advancing Diversity

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

Diversity, Equity and Inclusion at Promega

- A workplace with Diversity comprises individuals with a variety of backgrounds and personal characteristics.
- Equity is about ensuring fair treatment, access, opportunity and advancement, while recognizing that advantages and barriers exist.
- Inclusion creates an environment where every individual feels valued, respected, supported and welcome to fully participate. It is also the practice of ensuring that people feel a sense of belonging and support.

RIGHT: This artwork in Kornberg Center is a celebration of the diversity of species on the planet and an acknowledgement of their dwindling numbers. Twenty-three sustainably sourced wood veneer circles represent the 23 pairs of chromosomes in cells of the human body.



ADDITIONAL RESOURCES

**Promega Code of Conduct**

We value suppliers of goods and services that adhere to the highest social, ethical and environmental standards.

**Universal Declaration of Human Rights****Respecting Human Rights**

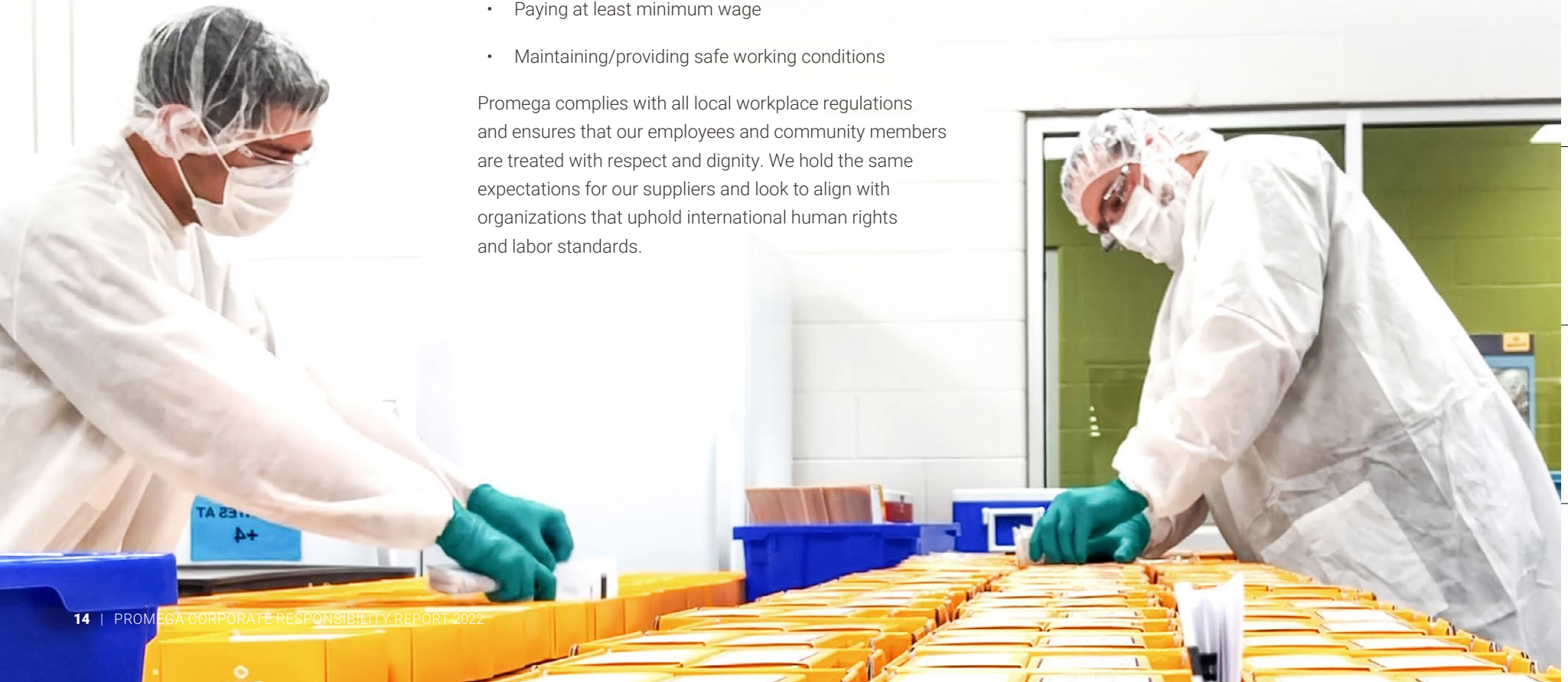
As a member of the UN Global Compact, Promega follows all regulations regarding employment and has zero tolerance for violations of human rights. We are committed to upholding and advancing the Universal Declaration of Human Rights by developing productive business relationships around the world to continue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

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

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

Aligning Values for Employees and Suppliers

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





Product Reach

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

Organic chemists at the Chappelle Manufacturing Center supply small molecule components that complement existing manufacturing capabilities.

BELOW: The Spectrum Family of CE instruments were developed to help alleviate the day-to-day challenges faced by forensic analysts.



Characterizing a New Cancer Biomarker

- Researchers from Johns Hopkins University evaluated different methods for detecting microsatellite instability (MSI) in a variety of cancers.
- The **LMR MSI Analysis System** showed high concordance with the **MSI Analysis System, Version 1.2**, the current gold standard method, and offered unique benefits in certain cancer types.
- The team concluded that they will continue using the gold standard kit for detecting MSI in colorectal cancer but have adopted the LMR panel for endometrial, prostate and other non-GI cancers.

Providing Tools to Support Science

Scientists, analysts and technicians in many types of labs use Promega products to detect disease, discover new drug therapies, test for food and water safety and purity and make human identifications in crimes or disasters.

Clinical and Molecular Diagnostics Laboratories

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



“An FDA-cleared MSI diagnostic kit gives patients, oncologists, and pathologists in the U.S. access to technology that, for the last 15 years, has been a gold standard around the world for studying MSI status in solid tumors.”

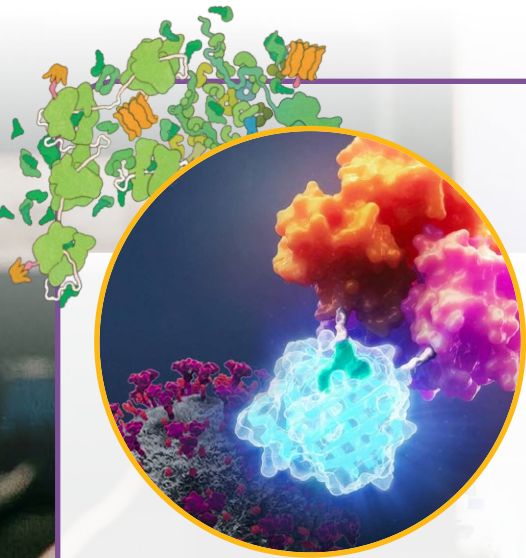
—James Eshleman

Professor of Pathology and Oncology,
Johns Hopkins University

PRODUCT SPOTLIGHT:

OncoMate MSI Dx Analysis Kit

In September 2021, the United States Food and Drug Administration (FDA) cleared the OncoMate™ MSI Dx Analysis Kit as an in vitro diagnostic medical device to determine microsatellite instability (MSI) status in colorectal cancer tumors. It is the industry's first and only PCR-based diagnostic kit for MSI characterization that is FDA-cleared for use in labs in the US. Besides US FDA clearance, OncoMate™ MSI is also a CE-marked IVD medical device in the United Kingdom and select European countries.



Researching Universal Coronavirus Vaccines

- Researchers at Humabs BioMed in Switzerland were analyzing antibodies that bind to a protein region that is shared among many coronaviruses.
- Using **SARS-CoV2-S CHO-K1 (HaloTag® -HiBiT) target cells**, they evaluated whether one of those antibodies could trigger the proper immune response against SARS-CoV-2 in vitro.
- Their results raise the possibility of a universal coronavirus vaccine to prevent future coronavirus pandemics.

Government and Academic Research Laboratories

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

Pharmaceutical and Biotechnology Industries

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





“We want to learn about the virus, but the act of generating the sequence has public health value at the same time.”

– David O’Connor

Professor of Pathology and Laboratory Medicine, University of Wisconsin–Madison

PRODUCT SPOTLIGHT:

Tracking SARS-CoV-2 Variants

A group of virology labs at the University of Wisconsin have been tracking SARS-CoV-2 variants since early 2020.

The Maxwell® RSC 48 instrument allows them to efficiently extract high-quality RNA from a large volume of samples using the Maxwell® RSC Viral Total Nucleic Acid Purification Kit.

At the height of the pandemic, the group was able to sequence up to 200 SARS-CoV-2 genomes every week.



Forensics and Paternity Laboratories

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

Environmental, Food and Veterinary Testing Laboratories

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

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



“It’s amazing to see how everyone joined forces and worked together to deal with the situation... We can really predict what is going to happen.”

–Kasia Slipko
Graduate Student at
Vienna University of Technology

PRODUCT SPOTLIGHT:

Predicting COVID-19 Outbreaks

During the COVID-19 pandemic, graduate student Kasia Slipko at Vienna University of Technology refocused her project on detecting SARS-CoV-2 in wastewater.

Kasia expedited her sample processing using the Maxwell® RSC Instrument, which has increased her weekly throughput by nearly four times.

Kasia collaborates with water treatment plants in Vienna to implement processes for detecting COVID-19 outbreaks up to seven days before a rise in positive test rates.



Collaboration Spotlight:
International Symposium on Human Identification

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

Mark Desire, NYC Office of the Chief Medical Examiner (OCME), delivered the 2021 keynote address titled "A Promise Kept: Commitment to World Trade Center Identification," detailing ongoing efforts at the OCME to identify human remains from the September 11, 2001 terrorist attacks.

Learn more at ishinews.com

ADDITIONAL RESOURCES



ISHI News Website

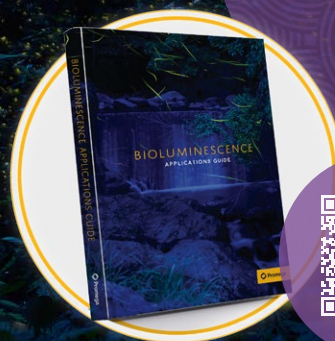
“We’re borrowing the biology from nature and using it to understand the natural biology of the cell.”

– Amy Landreman,
Strategic Commercialization Manager,
Cellular & Proteomic Solutions, Promega

PRODUCT SPOTLIGHT:

30 Years of Bioluminescent Technology

In 2021, Promega celebrated the 30th anniversary of bioluminescent technologies at Promega. The Luciferase Assay system, launched in 1991, used firefly luciferase in one of the first non-radioactive reporter gene assays. Today, our portfolio features bioluminescent assays for targeted protein degradation, kinase biology and many more applications. Many of these technologies are based on NanoLuc luciferase, a novel luciferase reporter developed at Promega.





Supporting and Servicing Our Products

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

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

R&D – Develops new products as well as custom assays and solutions to solve unique customer needs. Promega R&D scientists regularly collaborate with industry and academic scientists to advance basic research and anticipate technological needs 5-10 years in the future.

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

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

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

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

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

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



“We’ve shown not only that trivalent PROTACs can work, but also that they can be much more effective in degrading disease-causing proteins.”

–Kristin Riching
Senior Research Scientist at Promega

PRODUCT SPOTLIGHT:

Advancing New Therapeutics

Targeted protein degradation involves co-opting the cell’s natural disposal systems to remove disease-causing proteins.

A team of Promega R&D scientists collaborated with researchers from the University of Dundee to study PROTACs, small molecules that offer potential therapeutic applications for many types of human disease.

Together, the researchers demonstrated novel concepts for PROTAC design and published their results in *Nature Chemical Biology*.



16
global
distributors

450k
square feet of
manufacturing space

36
new products
launched

Prioritizing Quality

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

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

Investing in Leading-Edge Manufacturing

With over 4,000m² or 450,000 ft² of manufacturing space across the United States, China and Korea, Promega has made dedicated investments in the development and maintenance of state-of-the-art, high-quality manufacturing facilities. We take a long-term approach to operations that allows us to anticipate future growth while consistently meeting customer needs and responding quickly to changes in demand. Promega manufacturing is vertically integrated – most of our direct material is produced by in-house operations, which insulates our processes from potential disruption. Our team provides expertise in techniques relevant to life sciences and clinical diagnostic areas, including protein engineering, cell biology and nucleic acid purification and amplification.

LEFT: Maxwell® instruments and kits consistently, reliably and easily purify DNA or RNA from a variety of samples.



Planet Aware

Challenges are opportunities. Our climate is changing, and the need to effectively respond may feel overwhelming. But this moment also presents space to spark innovation, improve efficiencies and affirm priorities.

As a company with a 100-year vision, sustainable growth is our priority and our opportunity to integrate into our facilities and operations the environmental best practices from around the world that will better position our company for the future. We are committed to preserving and improving the natural environment with ambitious goals to reduce carbon emissions, minimize water use, and avoid waste.

Promega AG donated 1% of sales through Helix to be used for tree planting by partnering with the Almighty Tree organization.

Our 2030 Goals



**Reduce emissions
by 50%**



**Reduce water
usage by 30%**



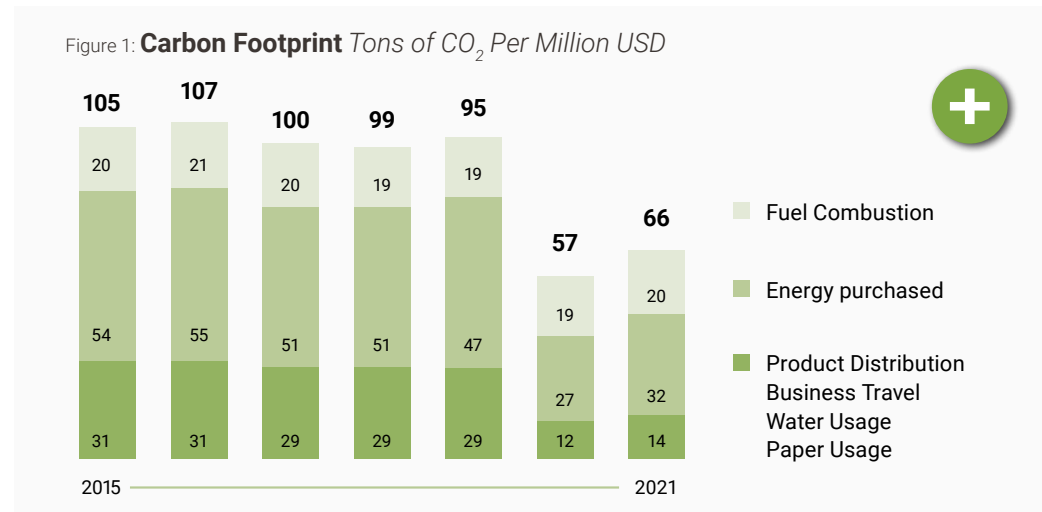
**Reduce waste
to landfill by 30%**

All goals are indexed to revenue, over a 2019 baseline

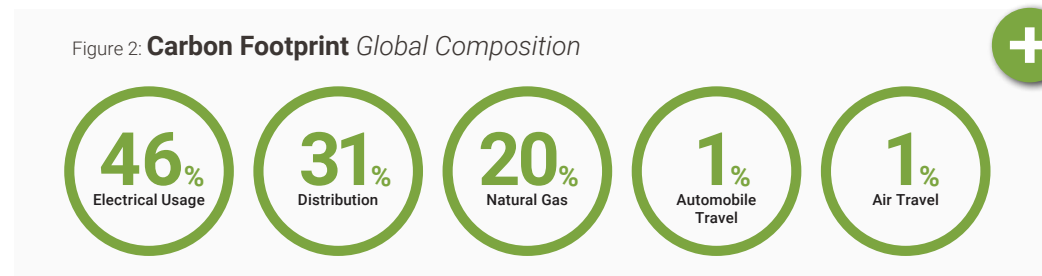
Responding to Climate Change

In setting our next generation of environmental targets, we sought guidance from scientists and world leaders in taking actions that align with the United Nations Global Compact Sustainable Development Goals.

Our global carbon emissions have reduced by 27% as indexed to revenue since 2019, even with significant growth. By 2030, we aim to reduce emissions as indexed to revenue by 50%. Emissions from fuel combustion, purchased electricity, business travel and outgoing distribution are evaluated as part of carbon reduction efforts.



Global carbon footprint as indexed to revenue has reduced by 27% since 2019. Carbon is calculated from fuel combustion (scope 1), purchased electricity (scope 2), and business travel, outgoing distribution, water usage and paper usage (scope 3).



Building a Sustainable Future

Sustainable growth is our priority. In 2021, we opened two significant new facilities on the Promega campus that increased our building footprint by 34%. These new buildings incorporate best-in-class environmental design to minimize energy, water and waste.

Chappelle Manufacturing Center is a 14,600m² (158,000ft²) facility that complements existing manufacturing capacities in Madison and California by supplying small molecule components. Sustainability features include:

- Extensive on-site stormwater treatment pond used for cooling
- Timber framed office spaces
- Double skin façade (enhance insulation)
- Natural ventilation
- Renewable energy received from MGE's nearby O'Brien Solar Fields





Kornberg Center, a 26,300 m² (283,000ft²) research and development facility, provides laboratory and office space on three floors in an environment designed to nurture connection and innovation. Kornberg Center integrates sustainable best practices from around the world that reduce energy use by 65% relative to comparable facilities. Sustainable design features include:

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

Minimizing Electricity Usage and Emissions

Electricity usage makes up nearly half of our emissions so minimizing it is crucial for all locations globally. Over 20% of energy used globally is from renewable sources, a ten-fold increase over the last three years, thanks to generating renewable energy on-site and sourcing renewable energy. Our three largest arrays on the Feynman Parking Garage, Feynman Center, and Kornberg Center total over 1,300 kW and generate roughly 2 million kWh annually.

- We partnered with Madison Gas & Electric (MGE) to be part of the O'Brien Solar Fields project in Fitchburg, WI. The array came online in the summer of 2021 and provides Promega with 1.25 MW of electricity, enough to supply more than 10% of our current annual electrical consumption.
- Promega France added 57 solar panels as part of an 18-kW system on the roof of the Lyon location in 2021.
- Promega GmbH in Walldorf, Germany has on-site solar and ground source heat pumps.

Additional facilities that generate or purchase renewable electricity include:

- Promega UK in Southampton
- Promega Italia in Milan
- Promega Brazil in Sao Paulo

- The da Vinci facility in Madison, WI
- Promega Biotech Ibérica in Alcobendas, Spain
- Promega Biotech AB in Stockholm, Sweden
- The Aviation Operations building in Madison, WI
- Promega AG in Zurich, Switzerland

Even with significant new facilities coming online and including the energy used by employees working remotely, electricity usage as indexed to revenue has reduced by 23% since 2019. Recent investments to maximize energy efficiency include:

- Central utility plant that reduces energy needed for chilled water on the Madison, WI campus.
- Retrofits for LED lighting on the Promega campus impacting the Biopharmaceutical Technology Center, Feynman and Agora.

Conserving Natural Gas

Ground sourced heat pumps, solar water heaters and heat recovery technology help minimize heating requirements and natural gas emissions. Natural gas consumption as indexed to revenue has decreased by 28% over 2019 levels.

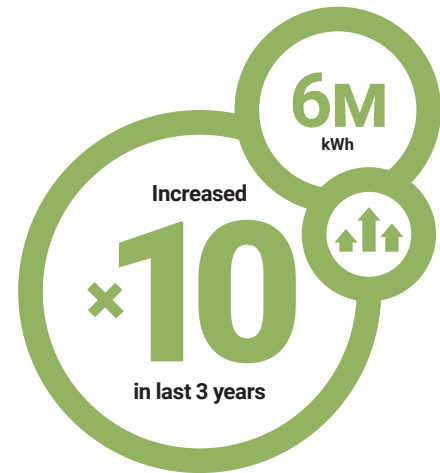


Figure 3: **Renewable Energy Usage**

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

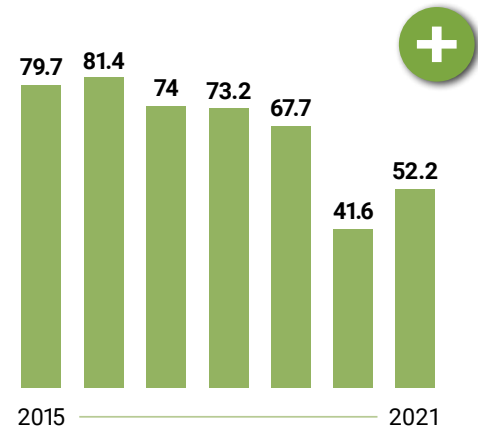


Figure 4: **Electricity**
Thousands of kWh Per Million USD

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

Tracking and Reducing Effects from Product Distribution

Promega reduces distribution emissions by shipping smaller and lighter packages that optimize dry and gel ice requirements. We achieved a 7% reduction in distribution emissions as indexed to revenue compared to 2019 levels.

Ship Sustainable Initiative

With significant testing to assure quality, more cold chain products can ship at room temperature (ambient) instead of dry or gel ice. This program saves over 12 tons of dry ice, avoids 32 metric tons of carbon dioxide and eliminates the need for more than 3,000 EPS coolers each year.

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

Our on-site inventory management system called Helix reduces emissions through consolidated restocking shipments. Promega also purchases carbon credits to offset all greenhouse gas emissions from the Helix® program with 600 tons offset in 2021 supporting the following reforestation efforts:

- Blandin Improved Forest Management Project in Minnesota, United States
- Rimba Raya Biodiversity Reserve REDD+ in Indonesia

Since 2010, the Helix® program has offset over 8,000 tons of carbon dioxide. To see more information and learn how to participate, please visit promega.com/helix

ADDITIONAL RESOURCES



Environmentally
Preferable Products



Helix On-Site
Stocking System



Promega AG donated 1% of sales through Helix to be used for planting trees in cooperation with the Almighty Tree organization in 2021. The Swiss branch planted 200 trees in a damaged area of a forest in Unterlunkhofen and looks to grow the program moving forward.

Minimizing Effects from Business Travel

Virtual meetings and low-carbon modes of travel help reduce emission from business travel. Alternatively fueled vehicles are key in helping us reduce carbon emissions from automobile travel and many European branches have already started transitioning to electric vehicles. All European branches have committed to have 100% electric fleets by 2030.

Electric car charging is also offered for employees to use with company and personal vehicles at:

- Promega France
- Promega Madison
- Promega Biosciences, San Luis Obispo
- Promega Benelux
- Promega AG

Carbon offsets are also used for unavoidable travel with over 3,000 tons offset since 2009 in North America.

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



Transitioning to Electric Vehicles

Business travel is the biggest contribution to greenhouse gas for most sales branches. In 2021, Promega AG in Switzerland, Promega France and Promega UK adopted their first fully electric vehicles. Promega AG will electrify its entire management and sales fleet in 2022.



Composting efforts by culinary staff used in the company garden

Recycling nitrile glove and protective garments, **diverting 4.5 tons of waste**

Replacing **single-use plastic** with reusable materials

Figure 7: **Waste & Recycled**
Cubic Meters Per Million USD

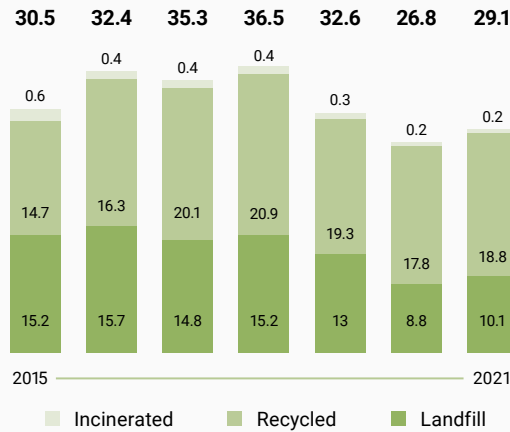
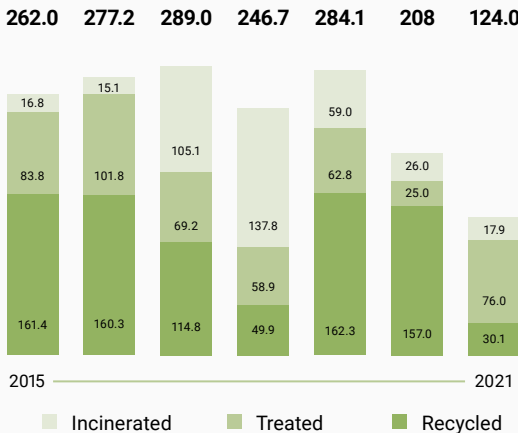


Figure 8: **Hazardous Waste**
Kilograms Per Million USD



Preserving Natural Capital

Minimizing Waste

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

Managing Hazardous and Infectious Wastes

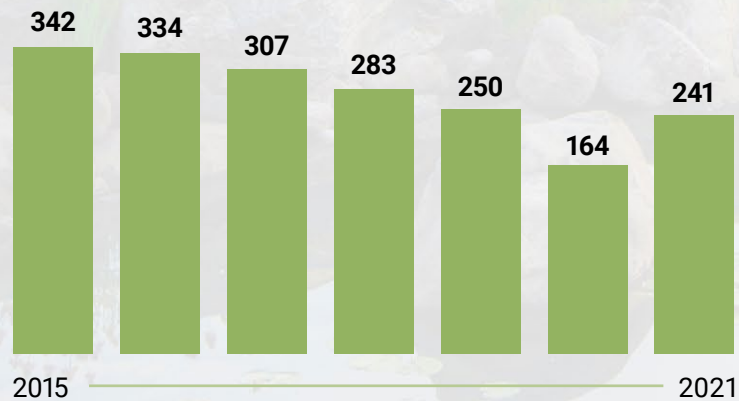
Manufacturing processes in the biotech industry can require use of potentially hazardous substances, along with the obligation to minimize waste and ensure its proper disposal. Promega works with certified providers to reuse and recycle this waste safely.

Conserving Water

We are continually evaluating and evolving initiatives to conserve water in manufacturing, landscaping and other everyday needs. Increasing product sensitivity has resulted in new and more water intensive purification systems at several manufacturing sites in 2021. Even with this challenge, we have seen water usage reduce by 3% as indexed to revenue over 2019 levels. Water conservation efforts include:

- Reused wastewater generated from water purification systems on the Madison campus saves over 1 million gallons (3.7 million liters) annually.
- Rainwater collection and rain gardens conserve water and provide natural filtration at the Promega Madison campus and the Promega Australia branch office facility.
- A custom designed water recirculating system for distilled water led to a 50% decrease in consumption at Promega Biosciences in San Luis Obispo, CA, even with significant increases in headcount and manufacturing levels.

Figure 9: **Water Usage** *Thousands of Liters Per Million USD*



Green Chemistry

The Green Chemistry Team catalyzes the implementation of green chemistry and engineering to provide a safer work environment and mitigate environmental impacts. For over 5 years, the team has raised awareness of the principles of green chemistry and the potential applications, influencing solvent selection in research, enhancing existing manufacturing processes and inspiring new product development. The team looks forward to see how these changes benefit Promega, our customers and the environment.

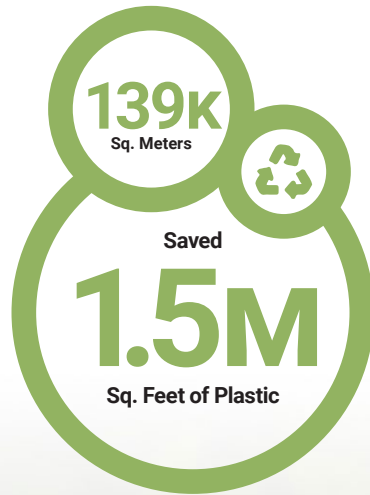


Figure 10:

Plastic Film Recycling Savings**Reducing Packaging Materials**

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

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

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





People Care

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

Employees in Korea celebrate accomplishments during the pandemic and the ability to connect in person.

Nurturing an Environment that Enables Self-Actualization

Promega fosters opportunity and space for employees to realize their full potential as individuals and professionals. Creativity and innovative thinking are championed, and our culture actively supports people as they explore within their roles to evolve their greatest strengths and contributions. We acknowledge the unique differences of each employee, and our locations worldwide provide support in ways that meet those specific needs. Above all, we believe that every one of our employees has the potential to make a meaningful difference, and we are constantly proven right.

The Promega Culture

Our principles, or our “cultural DNA”, provide a foundation upon which all our operations are built. These principles include:

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

Promega is a 2022 Top Workplaces USA and Regional (Madison, WI) award winner based solely on employee engagement surveys showing that work-life balance is the company’s strongest culture driver.

LEFT: Kornberg Center incorporates energizing architectural design that bridges office and meeting spaces with advanced laboratories to foster flexibility in exploration and collaboration.



**TOP
WORK
PLACES
2022**

WISCONSIN STATE JOURNAL
MADISON.COM

Promega is a 2022 Top
Workplace!



Cultivating Emotional and Social Intelligence (ESI)

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

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

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

– Malynn Utzinger

Director of Integrative Practices, Promega Corporation

BELOW: Employees from Shanghai participate in an annual ESI bootcamp to improve team cohesion. The 2021 bootcamp was held in the scenic Lishui, Zhejiang.

ESI Core Principles

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

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





Creating Workspaces to Inspire

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

- Striking and unexpected architectural elements
- Abundant and natural lighting
- Comfortable furnishings
- Greenery and designs that bring the outdoors in
- Local art and cultural elements
- “Third spaces” to facilitate creativity and connection

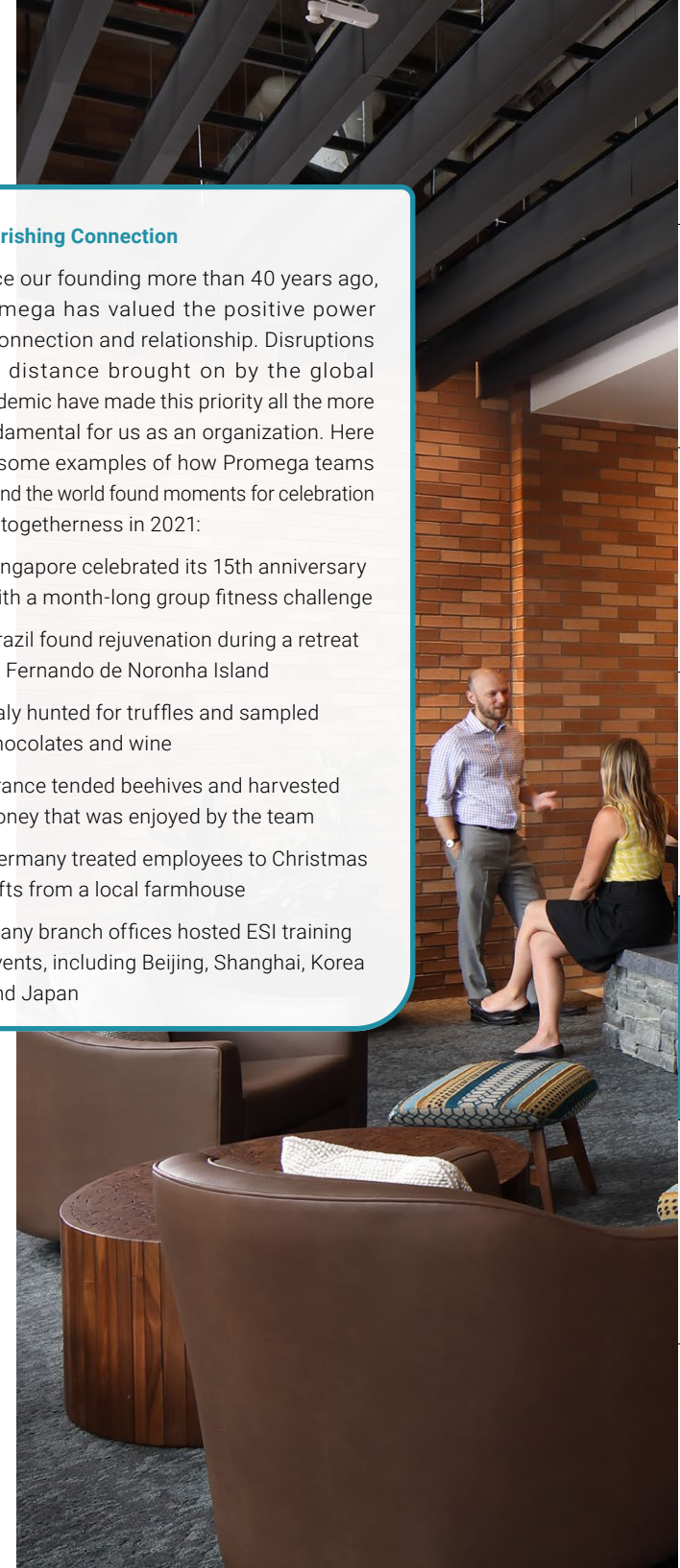
In the wake of the COVID-19 pandemic, many Promega teams will continue working in a flexible hybrid in-person/remote format. The Agora Center on the Madison campus was renovated in 2021 to replace assigned cubicles with open workspaces that support a variety of work styles. Team hubs provide space for collaborative work, while dedicated quiet areas accommodate employees working without interruption. Resources are also available to help employees set up ergonomic workstations in their homes.



Nourishing Connection

Since our founding more than 40 years ago, Promega has valued the positive power of connection and relationship. Disruptions and distance brought on by the global pandemic have made this priority all the more fundamental for us as an organization. Here are some examples of how Promega teams around the world found moments for celebration and togetherness in 2021:

1. Singapore celebrated its 15th anniversary with a month-long group fitness challenge
2. Brazil found rejuvenation during a retreat to Fernando de Noronha Island
3. Italy hunted for truffles and sampled chocolates and wine
4. France tended beehives and harvested honey that was enjoyed by the team
5. Germany treated employees to Christmas gifts from a local farmhouse
6. Many branch offices hosted ESI training events, including Beijing, Shanghai, Korea and Japan





Communities of Belonging

Our MegaPride Community of Belonging group, created in support of Promega LGBTQIA2S+ employees and their allies, is one of several employee-led teams formed at Promega over the last year to support a diverse and inclusive work culture. Community of Belonging teams offer employees a safe space for listening, learning and exchanging ideas.

Honoring the Value and Dignity of All Individuals

Our continued and evolving focus on diversity and inclusion is fueled by a drive to create and maintain an environment that respects diverse traditions, heritages, experiences and perspectives. This focus is demonstrated through many of the programs covered throughout this report.

The Diversity, Equity, and Inclusion (DEI) Team was formed in 2020 with focused efforts to better support all employees. The team is made up of passionate employees representing all areas of the company, ranging from senior leadership to individual contributors. The DEI Team has launched listening sessions for employees and enlisted the support of a Madison-based DEI professional to consult on our efforts.

Employee-led Community of Belonging teams help evolve our practices to truly include diverse people and perspectives. These groups are influencing the ways we hire, support employees, contribute to the community and continue educating ourselves. Promega has also hired a new Community of Belonging Program Manager to implement and manage projects related to diversity, equity and inclusion.

Recent actions include:

- Added more inclusive language to Promega Employee Resource Guide and Standard Operating Procedures (SOPs)
- Created gender-neutral restrooms in Promega Madison buildings
- Developed self-guided courses on accessibility
- Added DEI-related questions to climate surveys and performance conversations
- Implemented new culture add training sessions for hiring managers to improve recruitment and onboarding process
- Diversity, Equity and Inclusion onboarding training for all new employees
- Hired a full-time Diversity, Equity, and Inclusion/Communities of Belonging Program Manager

Promoting Employee Health & Well-Being

Responsibilities of work and home flow in and out of every employee's day. Benefits and support aim to help harmonize these two worlds and promote the general well-being of our people. Health and wellness start with physical safety and expand to include mental health services, fitness and nutrition, wellness programs and benefits packages.

Employee Safety

Environmental Health and Safety programs establish, maintain and improve work environments for the safety and well-being of employees, as well as the communities in which Promega operates. New systems implemented in 2021 make it easier for employees to report near-misses in labs and manufacturing areas, leading to proactive management of potential risks.

Supporting Good Health

Locations around the world provide resources to support the health and well-being of all employees. The Wellness Center, located at our Madison, WI headquarters, provides all employees, as well as spouses and/or partners, free health consultations and counseling.

Wellness Center Services:

- Routine blood draws
- Physical therapy
- Physical examinations
- Mental health counseling
- Travel and routine immunizations
- General health consultations
- Nutrition counseling
- Ergonomics consultations

Prioritizing Employee Health During the COVID-19 Pandemic

Promega offices around the world have taken extra steps to ensure the safety of all employees during the COVID-19 pandemic. These measures have included remote work, expanded health benefits and vaccination clinics. We continue to monitor local conditions and consult with relevant public health authorities to guide our decisions.



Encouraging Active Lifestyles

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

- On-site fitness facilities
- Group fitness classes
- Reimbursements for health club memberships
- Bike commuter subsidies
- Virtual Fun Run/Walk 5k

Eating Well, Living Well

Promega Madison provides many opportunities for employees to eat meals prepared with sustainably produced ingredients. These nutritious meals fuel our employees to feel their best at work and in their daily lives.

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



Comprehensive Benefits

Promega benefits are curated to holistically support employee well-being. In addition to the comprehensive packages based on country standards, some regions offer unique benefits launched in response to specific needs our employees are facing.

New Benefit: Family Forming Services

Promega began a partnership with Carrot to administer a new family-forming benefit including enhanced fertility services, infertility guidance, adoption coaching and gestational carrier resources. These services are available to all Madison-based regular-status benefits-eligible employees and/or their partners. Promega provides a \$10,000 stipend for employees that need these services.

Caregiver Leave

US employees are eligible for 6 weeks of paid time annually to care for aging parents, ill spouses or domestic partners, children with medical needs, or to bond with a newborn or newly adopted child without sacrificing their own paid sick leave or vacation.



31

Unique training courses

1,168

Employees trained

66

Training sessions

Training for Personal and Professional Growth

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

Scientific Training

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

English Classes for Employees

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

Leadership Training and Employee Development

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

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

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



Community Touch

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

The BTC Institute is a not-for-profit organization founded by Promega that provides educational, scientific, and cultural enrichment experiences.

Supporting Science Around the World

Promega is committed to the advancement of science around the world and we understand the capacity of science to change the world for the better. We support educational programs to inspire scientific passion for all ages. We also remain committed to aiding those working on the leading edge of scientific discovery.

BELOW: An application support manager with Promega Ibérica's technical services department, leads a session for graduate students at the Universidad Autónoma de Madrid.



Global Support for Science Education

The **International Genetically Engineered Machines (iGEM)** competition is an annual competition for high school, undergraduate and graduate students that encourages education, collaboration and the advancement of synthetic biology. Promega provided 10 global teams with \$2,500 in free Promega products. These teams completed projects ranging from probiotic sunscreen to diagnostics. Many branch offices and distributors also supported iGEM teams with products and technical support.

The **Wisconsin Science Festival** is an annual statewide celebration that connects people of all ages with science, technology, engineering, art and math. Promega is an annual sponsor of the event.

Promega US awards the **Diversification Of Our Research Scientists (D.O.O.R.S.) Scholarship** to recognize and empower underrepresented minority students who demonstrate a strong interest in pursuing a career in a biotechnology-related field. Ten students from nine different universities received the scholarship in 2021.

The **Promega International Scientific Scholarship** supports undergraduate students at the University of Wisconsin—Madison who are undertaking an international internship aimed at using science to improve the quality of life in the world.

Instructors who teach courses using DNA, RNA, protein or cell-based techniques at the high school, undergraduate and graduate levels are eligible to receive a 50% discount on current list prices up to a total of \$2,000 in Promega products to supplement their classes through the **Promega Training Support Program**.

Promega France awards the **National Young Researchers Prize** to a researcher in a university program who is pursuing outstanding research, as nominated and voted on by their peers. The 2021 winner received financial support and the opportunity to present his research to Promega R&D scientists.

RIGHT: Promega France's National Young Researcher Prize recognizes outstanding researchers in a university program.

Prix National Jeunes Chercheurs

JE SUIS FINALISTE
DU PRIX JEUNES
CHERCHEURS !!!



Rendez-vous
dès le 8 novembre sur



www.promega.com/c/jeunes-chercheurs-nomines-2021/



Promega Benelux launched the **Promega Oncology Research Grant** to celebrate graduate students taking their first steps in oncology research. Three students received grants up to 25000€ to support their projects including novel topics such as immune checkpoint inhibitors and targeted protein degradation.

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

Promega GmbH offers a **journalism workshop** with the goal of helping journalists learn best practices for interviewing scientists and reporting about scientific topics. The 2021 workshop focused on the topic of immunotherapy.

Promega Beijing announces the award recipients of **Promega Innovation Award** at the biannual meeting of the Chinese Society for Cell Biology (CSCB). The 2021 winners included Dr. Ying Liu (Peking University) and Dr. Pinglong Xu (Zhejiang University).

Promega Italia held a contest in honor of **30 years of luciferase**. Customers were asked to provide the first and the last publications they did using our luciferase technology and the best publications were recognized with 3000 euros worth of product.

LEFT: Promega Benelux offers the Promega Oncology Research Grant to celebrate and support graduate students.

CIRCLE: Promega Beijing has honored emerging young scientists with the Promega Innovation Award since 2013.



PARTNER SPOTLIGHT:

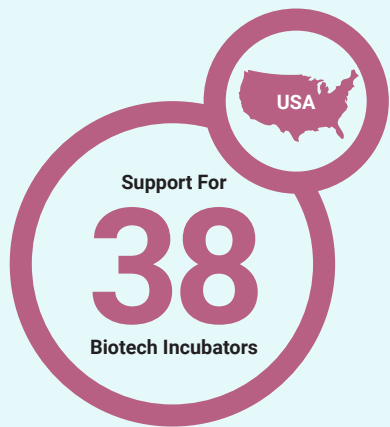
BioPharmaceutical Technology Center Institute

The *BioPharmaceutical Technology Center Institute (BTC Institute)* is a not-for-profit organization that provides educational opportunities for a wide range of learners, from upper elementary students to college and graduate students, as well as career scientists in academia and industry and the public. In 2021, 21 teachers from 8 states attended the week-long “Biotechnology: The Basics” course to develop laboratory preparatory skills to integrate biotechnology into their curriculum. Other BTC Institute programs include the Biotechnology Youth Apprenticeship Program and “A Celebration of Life” in collaboration with the African American Ethnic Academy. BTC Institute also hosts the International Forum on Consciousness, an annual symposium focused on exploring dimensions of consciousness with speakers representing many diverse disciplines. Learn more at BTCl.org

ADDITIONAL RESOURCES



BioPharmaceutical Technology Center Institute Website



Advancing Cutting-Edge Research

The nonprofit **Revive & Restore Catalyst Science Fund** identifies and develops advanced techniques for genetic rescue and brings new tools to conservation work benefiting endangered species and threatened ecosystems. Promega supports the fund with a 3-year pledge of \$1 million annually.

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

Promega currently supports **38 biotechnology startup incubators** throughout the United States with financial contributions, expertise and instrument donations. These incubators host new companies addressing challenges from sustainable food production to novel therapeutic development.

Promega North America sponsored the **Minorities in Cancer Research Program** through the American Association for Cancer Research (AACR). This group is dedicated to preventing and curing cancer while advancing the careers of minority scientists.



Supporting Our Global Communities

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

For over 24 years, the **Promega Employee Giving Campaign** has matched employee donations dollar-for-dollar to organizations designated by employees. In 2021, we launched the Promega YourCause platform to extend donation matching year-round instead of the two-week period offered in the past. In three months since the launch of YourCause, employee participation increased 171% and totaled over \$250,000 donated, including Promega corporate matching. The platform also allows employees to receive donation credit for every 10 hours of volunteer time logged. In 2021, employees logged nearly 400 hours of volunteer time and redeemed \$1,500 toward their selected non-profits.

Promega in Action gives Madison-based employees the opportunity to receive up to 40 hours of paid time off to work for the charity or organization of their choice. This program has enabled more than 150 employees to log more than 3,000 hours of volunteer service. Employees have volunteered at 75 different organizations around the world, from local food pantries to international programs for vulnerable children.

The employee-lead **Community Action Team (CAT)** at Promega Biosciences in San Luis Obispo, CA, supports a variety of local causes with special events throughout the year. Organizations supported in 2021 include **United Way**, **Lifewater** and **First Tee – Central Coast**. They also hosted a holiday cookie exchange to benefit Caldor Fire relief in Placer County. Promega Biosciences offers all full-time employees four hours of paid time each month to use toward volunteer activities and matches employee donations.

RIGHT: The Corporate Affairs team volunteered at Lacy Garden affiliated with St. Vincent de Paul Food Pantry as part of the Promega in Action Program.





Promega France participated in the “Courir Pour Elles” race to support programs aimed at **preventing cancers** that affect women.

Promega Sweden sponsored a cycling team made up of scientists to raise money for **children’s cancer research**.

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

Promega Spain is a part of the **Live Healthy Be Happy** initiative organized by FUNDAL, the local sport council association to impact young students with healthy food habits. The branch hosted a practical tutorial to extract DNA from strawberries with materials easily found at home.

In July 2021, Promega India was honored as a **“Game Changer”** in a **Forbes** India Special Marquee Issue for their work to support local communities throughout the COVID-19 pandemic. In addition to several employee health programs, the branch has hosted several vaccination clinics and distributed “Happiness Kits” with food and hygiene supplies to local school children.

LEFT: Promega Ibérica hosted a tutorial on extracting DNA from strawberries with young students to adopt healthy food habits.

RIGHT TOP: Promega France helped raise funds for cancer research in the “Courir Pour Elles” race.

RIGHT LEFT: Promega Italy supports Banco Alimentare that manages a network of food banks throughout Italy.



PARTNER SPOTLIGHT:

Woods Hollow Children's Center

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

ADDITIONAL RESOURCES



Woods Hollow Children's Center Website



Supporting Creativity and Expression

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

The newly opened Kornberg Center features commissioned artwork by six artists from all over the U.S. Artists were selected by a committee composed of Promega employees, interior designers and architects.

The **2021 Employee Art Showcase** highlighted artwork by Promega employees from all over the world. Employees and their families submitted digital images of the numerous ways they have been connecting during the global pandemic. Learn more at: promega-artshow.com

The **University of Wisconsin-Madison Cool Science Image Contest** celebrates the art of science. Promega sponsors the contest and provides gallery space for the winning images. Images honored in 2021 include a “winter over” in Antarctica, mazes of graphene a single atom thick, and the nervous system of a mouse heart.



Additional Information

Employees at Promega France prioritize building relationships with a barbeque celebrating the ability to connect again in person.

ADDITIONAL RESOURCES



United Nations
Global Compact

Report Parameters

Reporting on Promega Corporate Responsibility progress is completed on a calendar year basis with information in this report sharing results and actions from January 1, 2021 to December 31, 2021. This is the fourteenth 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 22 Promega branch and subsidiary locations worldwide. Engagement with internal stakeholders has been focused on areas identified as key impacts or opportunities. Our current process captures information on a wide range of indicators but we recognize that there is still room for growth in the information we capture. In rare instances, additional or adjusted information for prior periods was captured resulting in slight variations from previously reported indicators.

Carbon footprint calculations have been made using emission factors provided by the World Resources Institute Greenhouse Gas Protocol on energy and business travel.

Reported emissions from distribution were calculated with the conversion factors provided by DEFRA's 2021 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 2021 we had no incidents or issues in the following areas:

- Environmental fines or sanctions
- Incidents of discrimination and action taken
- Incidents of violations involving rights of indigenous people and actions taken.
- Legal actions for anti-competitive behavior, anti-trust and monopoly practices.
- Fines and non-monetary sanctions for noncompliance with laws and regulations.

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

Key Indicators

Economic	2008	2015	2016	2017	2018	2019	2020	2021
Number of Employees	958	1,381	1,440	1,483	1,601	1,696	1,827	1,908
Building Footprint (Square Meters)	66,991	101,722	104,601	107,241	107,941	110,685	112,852	137,254
Number of Global Locations	16	19	19	19	19	19	19	19
Percent of Revenue Invested in R&D	10%	12%	10%	11%	11%	12%	7%	9%
Environmental								
Greenhouse Gas Emissions (Tons of CO ₂)	22,397	37,021	38,983	39,154	42,291	42,010	44,538	50,652
Emissions Per Million in Revenue (Tons of CO ₂ /Million Dollars)	111.1	106	106	99	99	92	59	67
Emissions Per Building Footprint (Tons of CO ₂ /Thousand Sq. Meters)	334.3	364	373	365	392	380	395	369
Energy Consumption								
Electricity (kWh)	16,880,814	27,772,864	29,915,213	29,263,972	31,352,221	30,827,243	31,569,224	39,604,851
Natural Gas (Therms)	683,201	1,200,449	1,246,266	1,313,131	1,408,187	1,376,992	1,461,006	1,650,126
Water Consumption (Liters)								
Solid Non-Hazardous Waste (Cubic Meters)	7,884	10,622	11,912	13,947	15,751	15,659	20,307	22,632
Incinerated (Cubic Meters)	249	214	163	162	174	133	115	111
Land Filled (Cubic Meters)	3,973	5,297	5,752	5,854	6,528	6,331	6,666	8,239
Recycled (Cubic Meters)	3,661	5,111	5,996	7,932	9,049	9,195	13,527	14,281
Chemical Waste (Kilograms)	65,950	83,949	92,444	104,104	94,099	117,127	157,805	85,919
Infectious Waste (Kilograms)	4,226	7,475	9,527	10,446	11,681	12,241	11,018	12,305
Social								
Women	46%	46%	48%	47%	47%	47%	48%	48%
Women in Management Positions	42%	42%	42%	43%	43%	43%	42%	42%

GRI Index

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

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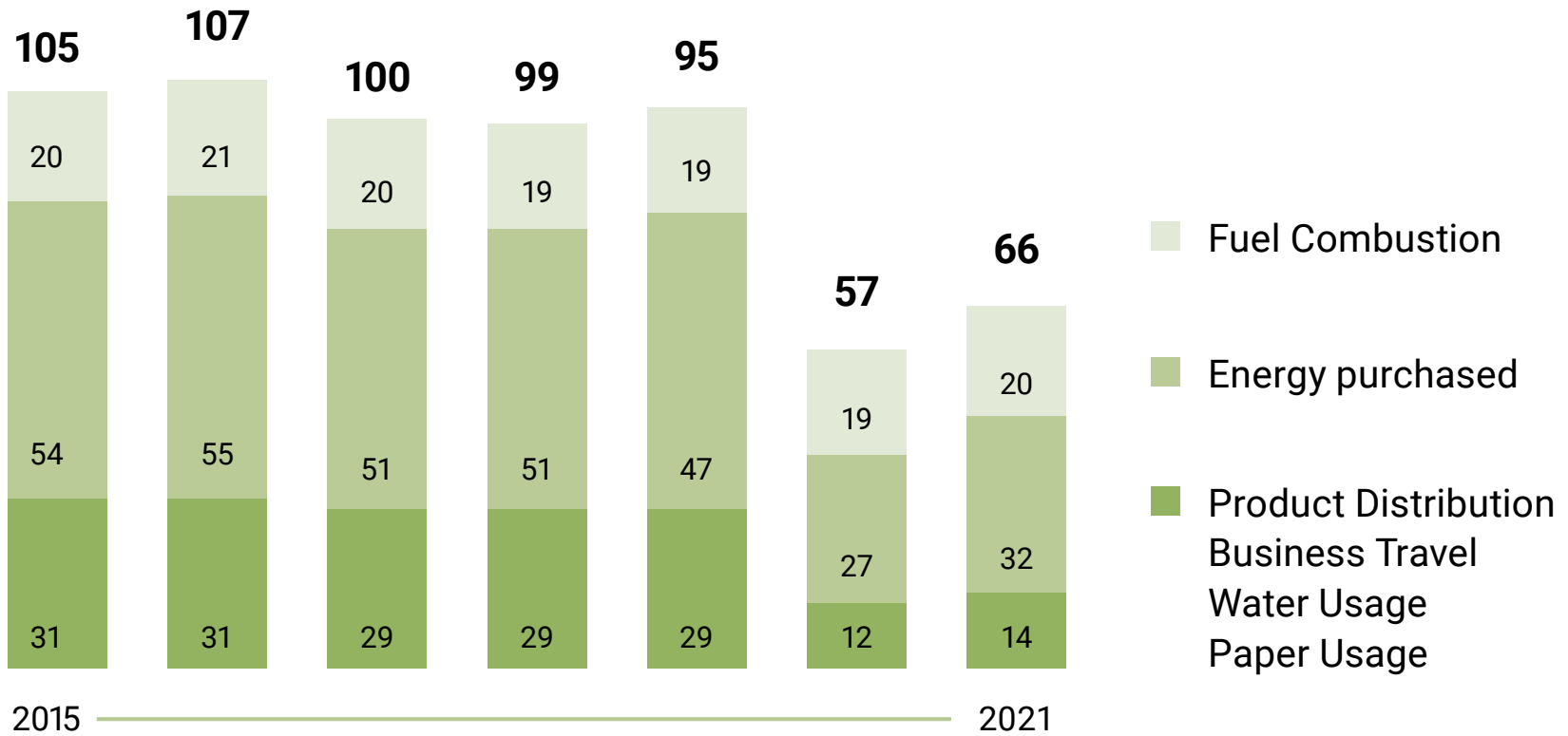
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Figure 1:

Carbon Footprint *Tons of CO₂ Per Million USD*



 **BACK**

Figure 2:

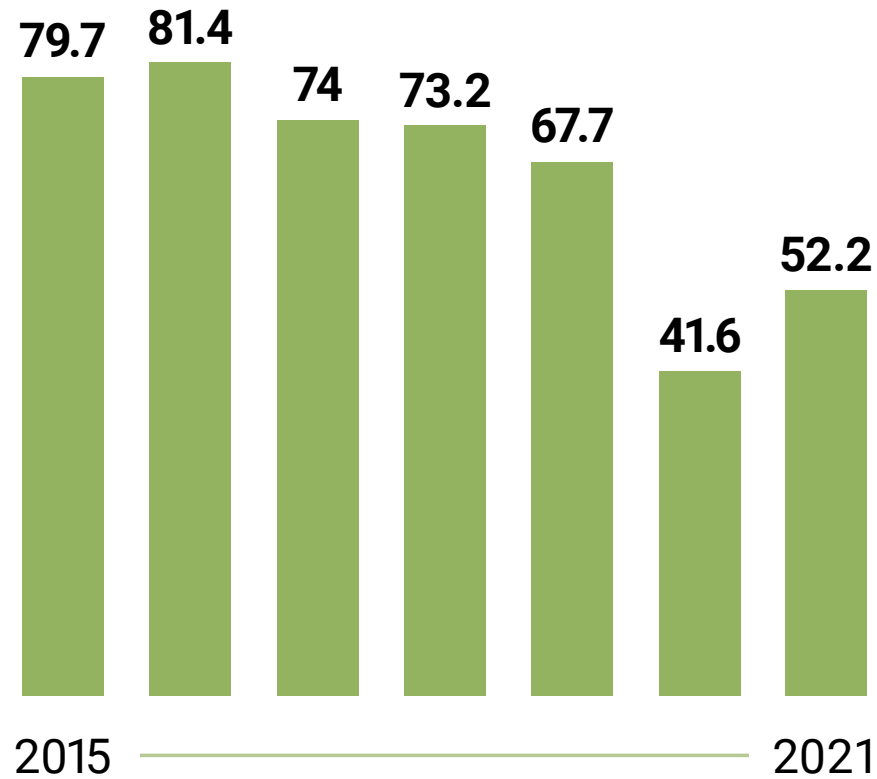
Carbon Footprint *Global Composition*





Figure 4:

Electricity *Thousands of kWh Per Million USD*



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



Figure 7:
Waste & Recycled *Cubic Meters Per Million USD*

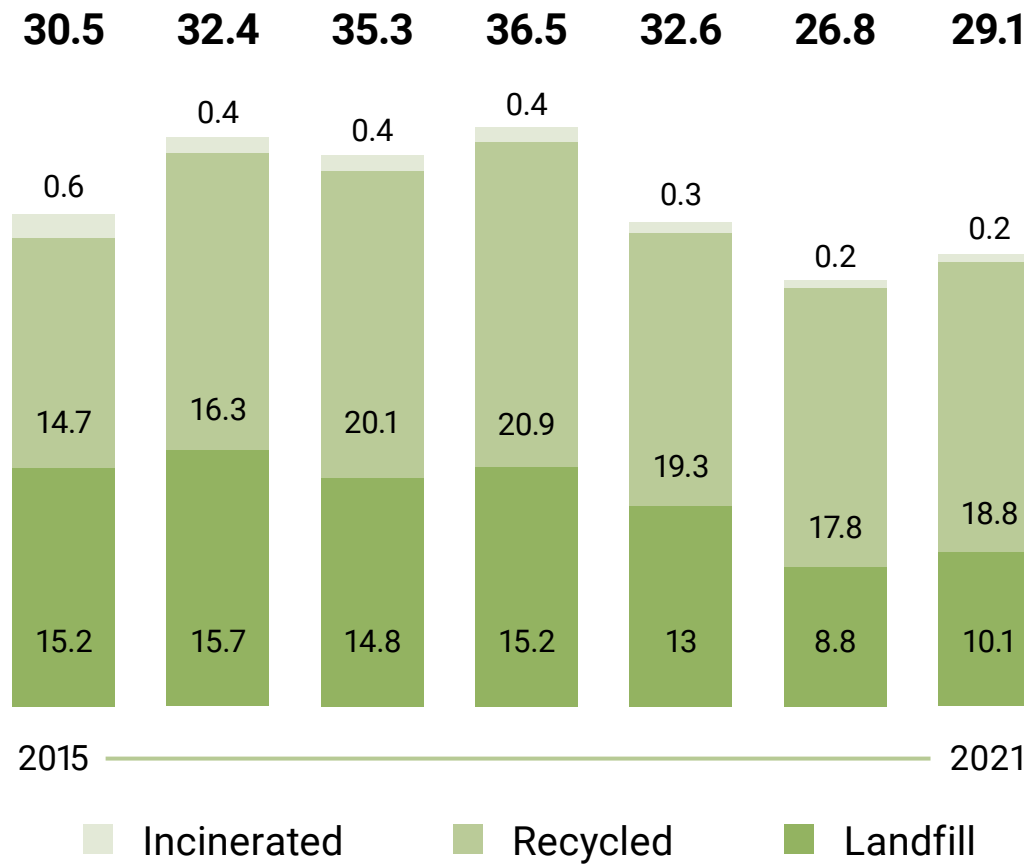




Figure 8:

Hazardous Waste *Kilograms Per Million USD*

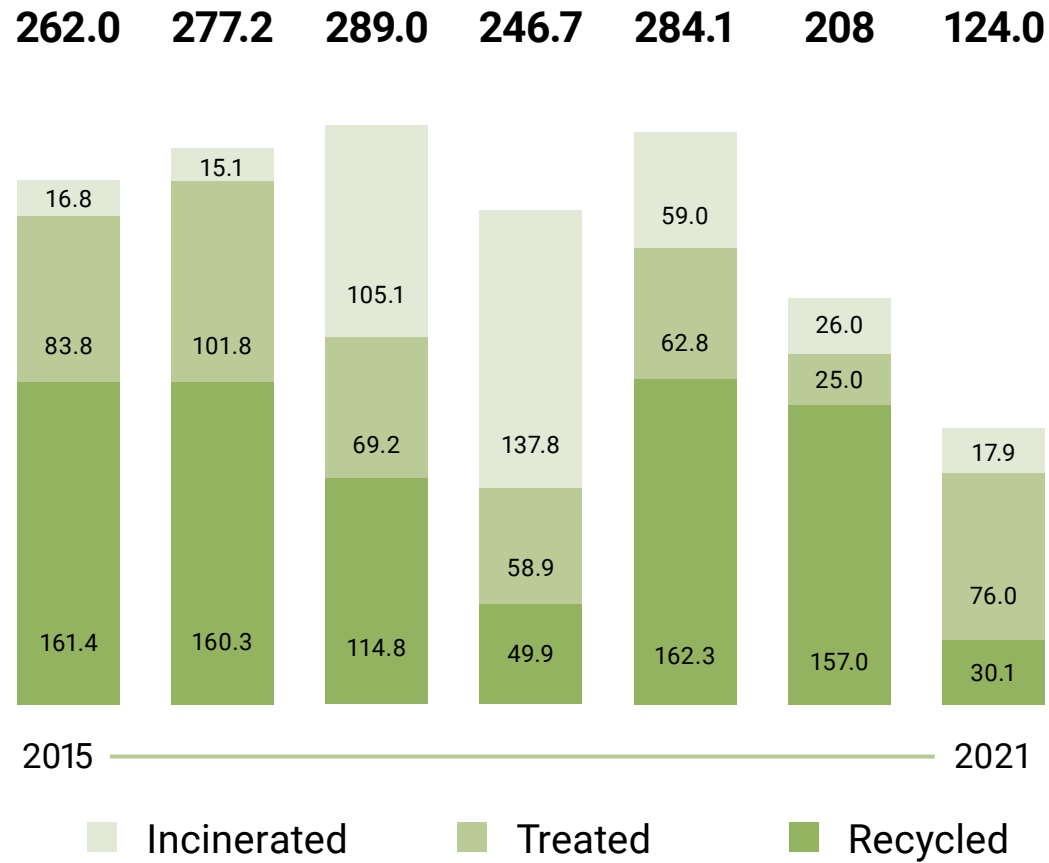
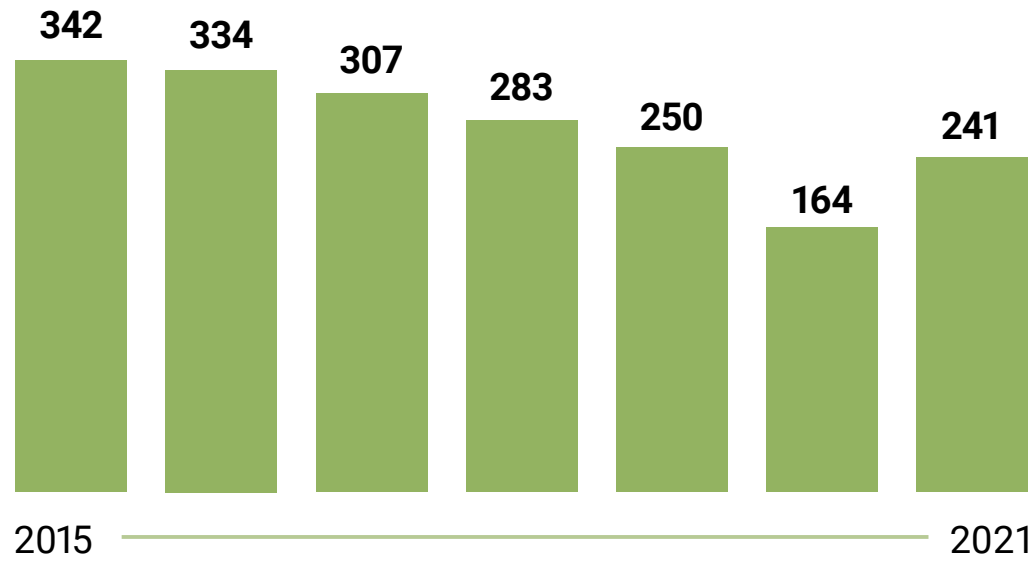




Figure 9:

Water Usage *Thousands of Liters Per Million USD*





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