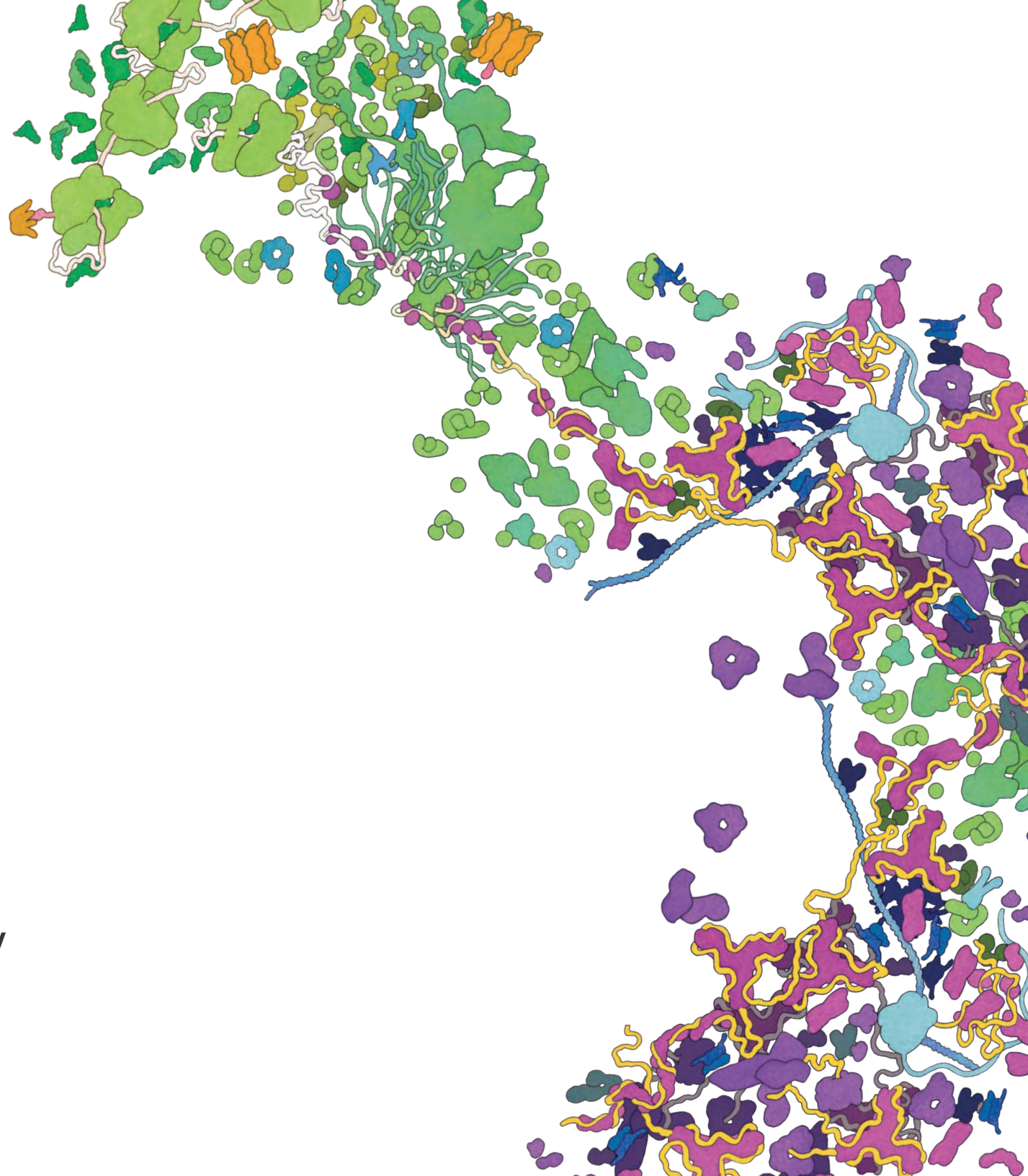




Promega

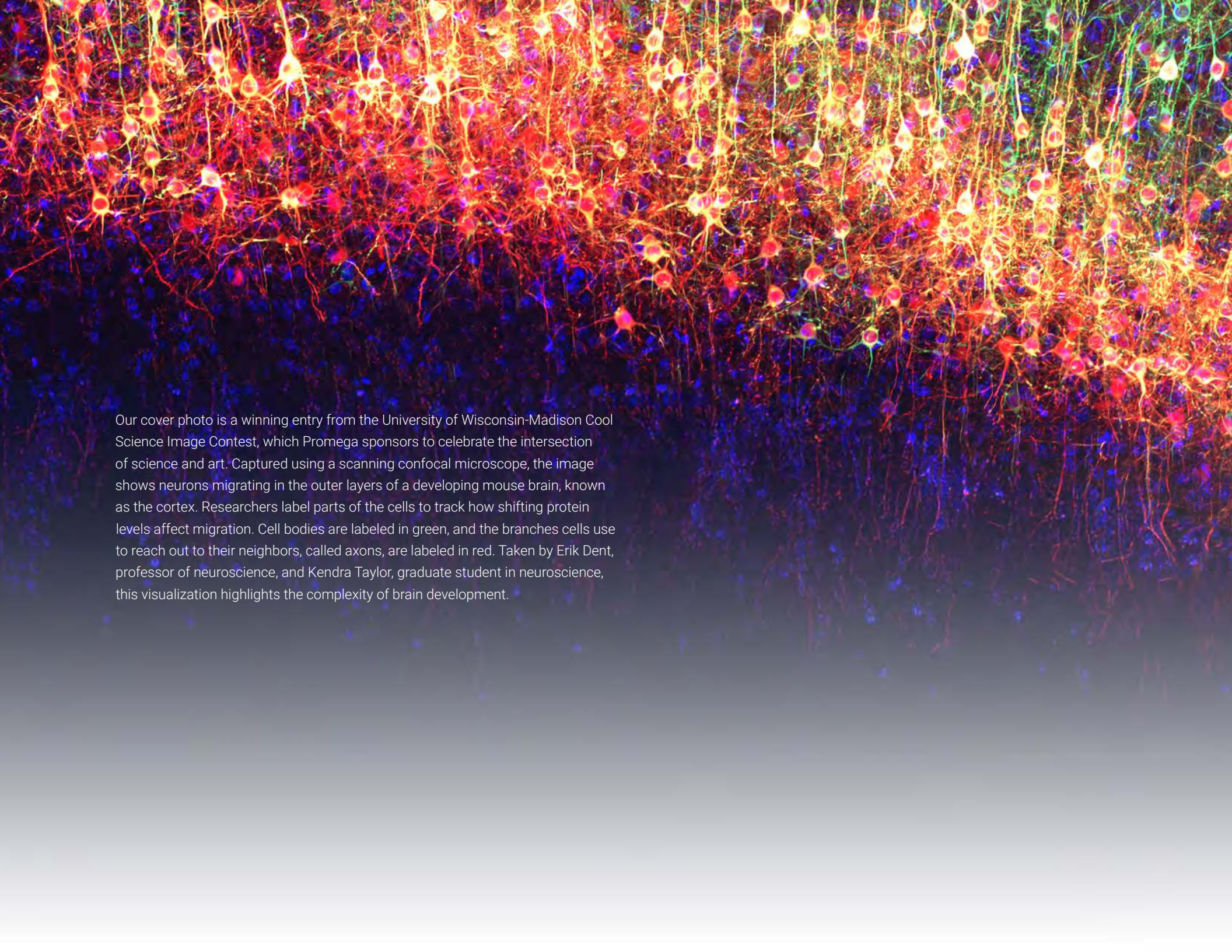
Discovering
a better world,
together

2025 CORPORATE RESPONSIBILITY REPORT

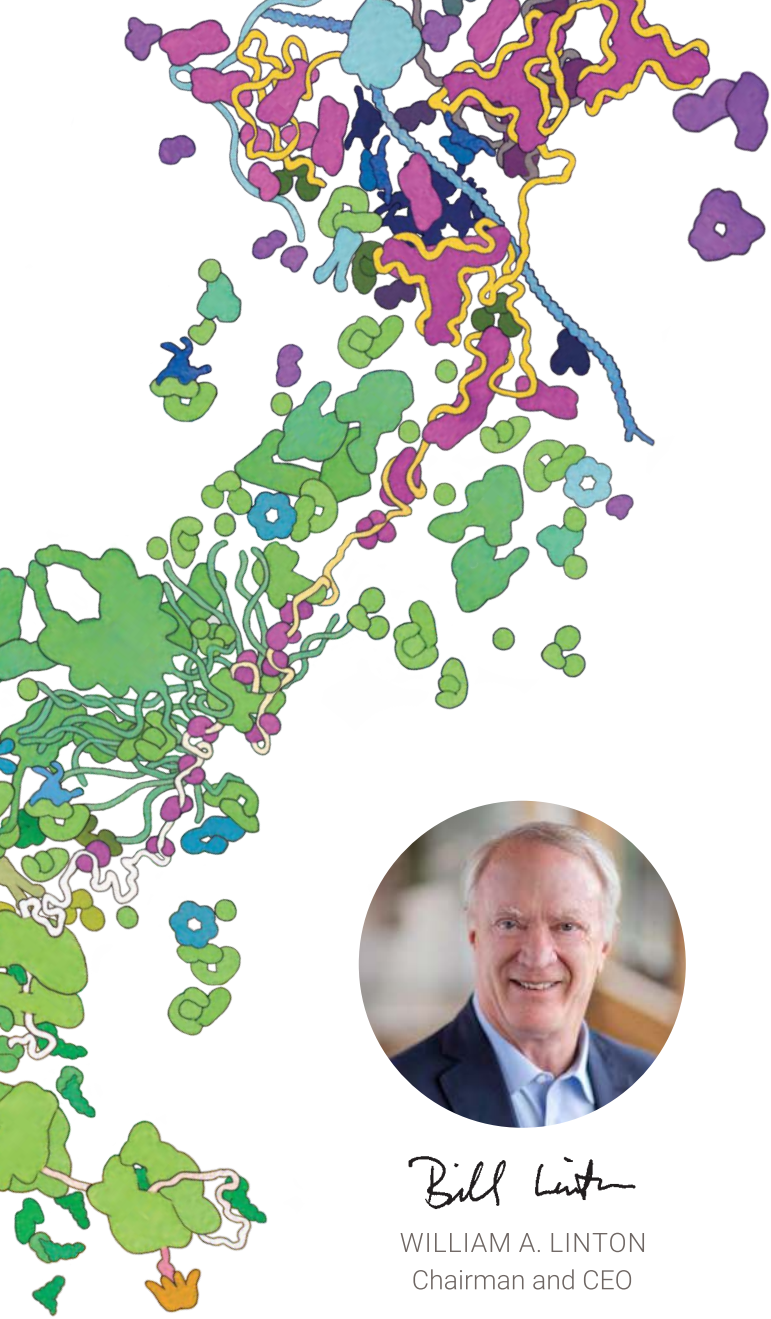


Corporate
Responsibility
Report

2025



Our cover photo is a winning entry from the University of Wisconsin-Madison Cool Science Image Contest, which Promega sponsors to celebrate the intersection of science and art. Captured using a scanning confocal microscope, the image shows neurons migrating in the outer layers of a developing mouse brain, known as the cortex. Researchers label parts of the cells to track how shifting protein levels affect migration. Cell bodies are labeled in green, and the branches cells use to reach out to their neighbors, called axons, are labeled in red. Taken by Erik Dent, professor of neuroscience, and Kendra Taylor, graduate student in neuroscience, this visualization highlights the complexity of brain development.



Bill Linton

WILLIAM A. LINTON
Chairman and CEO

Letter from the CEO

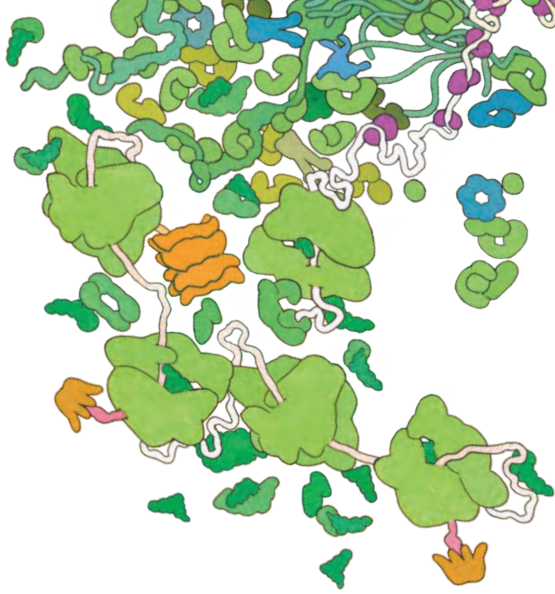
Promega is guided by a long-term view—thinking in quarter centuries rather than quarters. This perspective guides how we innovate, care for our people and steward the planet. As we look toward our centennial in 2078, we continue to balance emerging technologies with our enduring values to create a positive, sustainable future. In the last year, we took meaningful steps forward:

- We achieved **ISO 14001:2015 certification** for our Madison campus, reinforcing our commitment to continuous environmental improvement and accountability.
- We expanded the use of **artificial intelligence** under human guidance and oversight to support research and development, streamline operations and advance sustainability—empowering our teams and enhancing cross-functional collaboration.
- We remained grounded in our belief that the strength of Promega lies in the **curiosity, creativity and resilience of our people.**

These efforts are part of our broader vision: to contribute to the health of people and the planet through scientific discovery, sustainable practices and ethical leadership. We are accountable to principles that shape our culture and decisions:

- Integrity and trust
- Respect for individuals and ecosystems
- Scientific rigor and innovation
- Long-term thinking for a thriving future

As we share the progress captured in this report, I want to thank our employees, partners and communities. Your commitment makes it possible to grow responsibly while staying true to our mission. Together, we are building a future where Promega continues to make a meaningful difference—through every challenge, opportunity and chapter still to come, and for the generations that follow.



pg. **5**

Company

Meet Promega and learn more about our approach to business



pg. **13**

Products

Explore the technologies and services we provide to support science



pg. **21**

Sustainability

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



pg. **29**

Employees

Discover our commitment to nurture and empower every employee



pg. **39**

Communities

Learn how we support our communities worldwide



pg. **47**

Additional Indicators

About the Promega Corporate Responsibility Program

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



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



Company

We thrive in a changing world by embracing adaptability, nurturing innovation and staying curious. Challenges drive us forward, while our commitment to sustainability and community fuels growth. By focusing on long-term goals while remaining flexible, we empower our people and build meaningful connections with scientists, customers, employees and communities.

This chapter covers the following UN Sustainable Development Goals:



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

What We Make



Instruments

Highly technical machines that help scientists automate their workflows.

Reagents

Specific combinations of chemistries for laboratory tests in cell biology; DNA, RNA and protein analysis; drug development; human identification; and molecular diagnostics.

Where Our Products Are Used



Government and Academic Research Laboratories

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



Pharmaceutical and Biotechnology Industries

Discovering new drugs to fight disease.



Clinical and Molecular Diagnostics Laboratories

Detecting disease and determining therapies.



Veterinary, Food/Agriculture and Environmental Testing Facilities

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



Forensics and Paternity Laboratories

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

Our Story

Founded in 1978 and based in Madison, Wisconsin, USA, Promega develops and manufactures high-quality tools for life scientists around the world, enabling them to answer their most challenging questions. More than 2,000 employees worldwide bring their unique talents, perspectives and passions to the company. Every person contributes to our success.

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

Supporting Science Around the World

Promega products are used in more than 100 countries, supported by a global network of over 50 distributors. To provide localized expertise and customer support, we operate 16 branch offices across Australia, Brazil, China, France, Germany, India, Italy, Japan, Korea, the Netherlands, Singapore, Spain, Sweden, Switzerland, the UK and the USA.

We have manufacturing facilities in the United States (Wisconsin and California), as well as China and South Korea. To ensure efficient global logistics and timely product delivery, we maintain distribution hubs in the United States, Germany and Singapore.



\$693M
Total Revenue
(USD)

71.5k
Square Meters of
Research, Manufacturing
and Distribution

237k
Square Meters
of Building Footprint
Globally

441
Active
Patents

16
Global
Branches

Over
4,000
Products

2,136
Employees

13.2%
of Revenue
Invested in R&D

PROMEGA BY
THE NUMBERS: 2024





Purpose, Vision and Values

Purpose

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

Vision

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

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

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

Values

Promega reflects a set of living values that encompass:

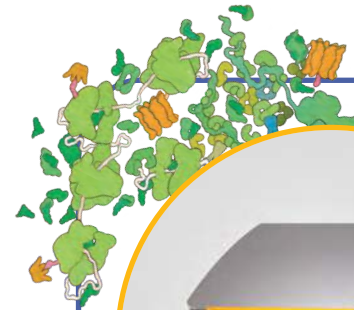
- Advancing science to enhance life globally, contributing significantly to the international community.
- Functioning as a responsive entity, where each part and human contribution is integral to the whole, adeptly navigating the complexities of our time.
- Fostering personal growth through exploration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

Investing in a Sustainable Future

Promega is charting its course toward a century in business, and beyond, by measuring progress in 25-year quarters. This long-term perspective supports our commitment to innovation, people and sustainability. By aligning our efforts strategically, we enhance our scientific impact while prioritizing environmental responsibility and community engagement. Adaptability and flexibility are central to navigating today's complexities as we look ahead to the next 50 years and beyond.

Supporting Scientific Discovery

Promega supports scientific discovery with more than 4,000 catalog and custom products and a commitment to expert technical support. In the calendar year 2024, Promega introduced a range of new product families, adding innovative tools to support advancements in molecular biology, genetic identity, bioluminescence imaging, environmental testing and more. Our continued investment in innovative research resulted in 58 patents filed and 27 granted in 2024, bringing our intellectual property library to 441 active patents. This commitment to innovation contributed to total revenue of \$693 million (USD) in 2024. The **Products** section of this report explores how our solutions enhance human health and advance the global scientific community.



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

- **GloMax® Galaxy Bioluminescence Imager:** Enabling researchers to observe endogenous protein dynamics and cellular physiology in real time.
- **Reduced Stutter Polymerase Patent:** Reducing stutter artifacts in forensic DNA analysis to improve the accuracy and reliability of DNA profiling.
- **MyGlo™ Reagent Reader:** Providing a 96-well personal reagent reader for integration of Promega luminescent assays and real-time data analysis through the ProNect™ platform.
- **PowerPlex® 18E System:** Supporting European forensic laboratories with an eight-color STR kit that improves analysis of degraded DNA and aligns with ENFSI recommendations.
- **Lumit® Immunoassays:** Leveraging Promega Lumit® technology to create novel assays to advance scientific research and drug discovery.



ISO Certification

Promega Madison has achieved ISO 14001:2015 certification, reinforcing our commitment to environmental stewardship and regulatory compliance. Branches in the Netherlands, France, Italy, Spain, Sweden and the UK have also earned this certification.

Prioritizing Planet, People and Communities

The **Sustainability** section of this report explores our proactive approach to environmental stewardship through sustainable facility designs, efficient product distribution and increased use of renewable energy. A key commitment is our goal to use 100% renewable electricity by the end of 2025. As part of our ongoing sustainability efforts, Promega's headquarters in Madison, Wisconsin, achieved ISO 14001:2015 certification in 2025. This internationally recognized standard for environmental management systems helps organizations reduce waste, comply with regulations and enhance sustainability initiatives.

Recognized with several workplace awards, Promega is committed to a culture of personal connection and work-life harmony. Employees are empowered to explore and evolve their strengths to realize their full potential, championing creativity and innovative thinking within their roles. The **Employees** section of this report delves deeper into how we support every Promega team member, recognizing their unique contributions and potential.

Our commitment to community engagement is shown through the Promega in Action program which allows Madison-based employees up to 40 hours per year of paid volunteer time. We also nurture young scientific talent globally through the Rising Researchers Scientific Innovation Awards, which empower PhD students by recognizing their contributions and supporting their academic journey. These efforts are detailed in the **Communities** section of this report.

Driving Innovation

Innovation at Promega empowers every employee to advance science, sustainability and operational excellence. AI is integrated into tasks across the organization, from R&D to operational workflows, decentralizing expertise, uncovering patterns in vast datasets and enhancing collaboration. These capabilities make advanced insights accessible, driving creativity and efficiency at every level.

In R&D, AI accelerates breakthroughs with predictive modeling, data analysis and workflow optimization. In Operations, AI powers predictive maintenance for critical equipment, analyzing real-time data to prevent downtime and optimize performance. AI strengthens sustainability efforts by optimizing resources and exploring creative approaches to global challenges. By combining advanced technology with human ingenuity, Promega continues to innovate with purpose and adaptability.

EXPLORE MORE

"AI is transforming science, and at Promega, we're leveraging it to challenge assumptions, enhance decision-making and push the boundaries of what's possible in research."

– **Poncho Meisenheimer**, Vice President of Research and Development, Promega



Learn how Promega is leveraging AI in this Promega Connections blog.

Embracing Diversity

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

The Inclusion and Belonging Team focuses on fostering an inclusive culture through voluntary employee engagement initiatives. The team ensures that resources are available to employees who wish to participate in learning opportunities, supporting business objectives and promoting continuous learning.



Promega received the 2024 Wisconsin SHRM (Society for Human Resource Management) Diversity Award.



\$1.13B
USD

Economic Impact

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

Respecting Human Rights

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

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

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

Aligning Values for Employees and Suppliers

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

ADDITIONAL RESOURCES



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



Modern Slavery Act Statement



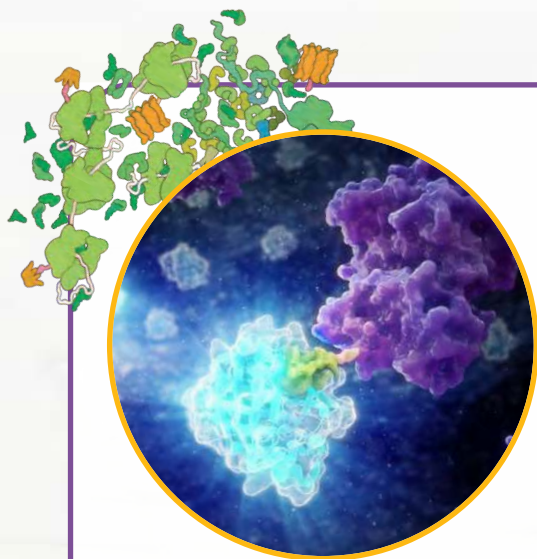
Products

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

This chapter covers the following UN Sustainable Development Goals:



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



Promega in the Real World: Exploring Strategies for Treating Macular Degeneration

- University of Minnesota Professor Dr. John Hulleman needed to characterize molecules that could potentially be developed to treat a rare form of macular degeneration.
- The HiBiT Protein Tagging System enabled the team to closely monitor levels of the target protein in response to different treatments.
- The Promega Academic Access Program helped the lab defray the costs of some critical reagents.

Explore More



Learn about developing therapeutics against a rare, incurable form of macular degeneration in this blog.

Providing Tools to Support Science

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



Government and Academic Research Laboratories

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





Pharmaceutical and Biotechnology Industries

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



Clinical and Molecular Diagnostics Laboratories

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

Connection Spotlight:

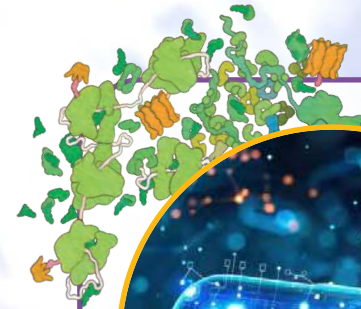
Interdisciplinary Collaboration at Promega Symposia

Academics and industry professionals convened at Promega Madison in 2024 for multiple symposia focused on frontiers in drug discovery. The Target Engagement in Chemical Biology Symposium and Targeted Protein Degradation Symposium welcomed scientists from across academia and industry to share successful approaches, discuss strategies for overcoming challenges and explore new technologies. The events featured insightful talks, poster sessions and networking opportunities, fostering collaboration and connections in these fields.

ADDITIONAL RESOURCES



This Promega blog explores how the first Promega-sponsored Target Engagement in Chemical Biology Symposium is building connections to overcome challenges in drug discovery.



Promega in the Real World: Targeting Understudied Proteins for Male Contraceptives

- Researchers from Baylor University collaborated with Promega scientists to study a protein called STK33 as a potential male contraceptive target.
- They screened billions of small-molecule inhibitors to identify candidates that could inhibit STK33 function and produce reversible infertility.
- The team used the NanoBRET® TE K192 Kinase Selectivity System to ensure their molecule was highly selective for STK33 and did not significantly interact with off-target proteins.

Explore More



This blog summarizes the research published by the team in *Science*.



Promega in the Real World: Testing Penguins for Avian Flu in Antarctica

- Virologists from the Severo Ochoa Centre for Molecular Biology in Spain traveled to Antarctica to study avian flu transmission in a colony of 17,000 penguins.
- To monitor the virus in real time, they used the Maxwell® RSC 48 to purify nucleic acids from collected samples. The extracted RNA was then analyzed using quantitative PCR (qPCR) to detect avian influenza.
- Processing samples directly in the field allowed for faster response and tracking of the virus.

Explore More



This Promega blog details how the team set up viral testing for penguins off the coast of Antarctica.



Veterinary, Food/Agriculture and Environmental Testing Laboratories

Scientists working in applied fields like veterinary, food/agricultural and environmental sciences provide a wide range of checks and balances from testing for contaminants 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 infectious disease outbreaks
- **Plants and Food:** DNA analysis for agricultural research, as well as ensuring that food products are pathogen-free and safe for consumption
- **Veterinary:** Molecular diagnostics for infectious disease detection, along with support for the development, manufacturing and quality control of veterinary biologics such as vaccines, monoclonal antibodies and therapeutic proteins

“We have the great advantage of being able to respond relatively quickly to confirm whether or not there is a virus.”

– Antonio Alcamí

Severo Ochoa Centre for Molecular Biology



Forensics and Paternity Laboratories

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

Connection Spotlight:

International Symposium on Human Identification

Promega launched the International Symposium on Human Identification (ISHI) 35 years ago, growing it into the largest annual meeting focusing entirely on DNA forensics. The event draws nearly 1000 scientists, DNA analysts, law enforcement professionals and legal and ethical experts from 40+ countries to share the newest advances in DNA technology through interactive workshops, presentations, case studies and scientific poster sessions.

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

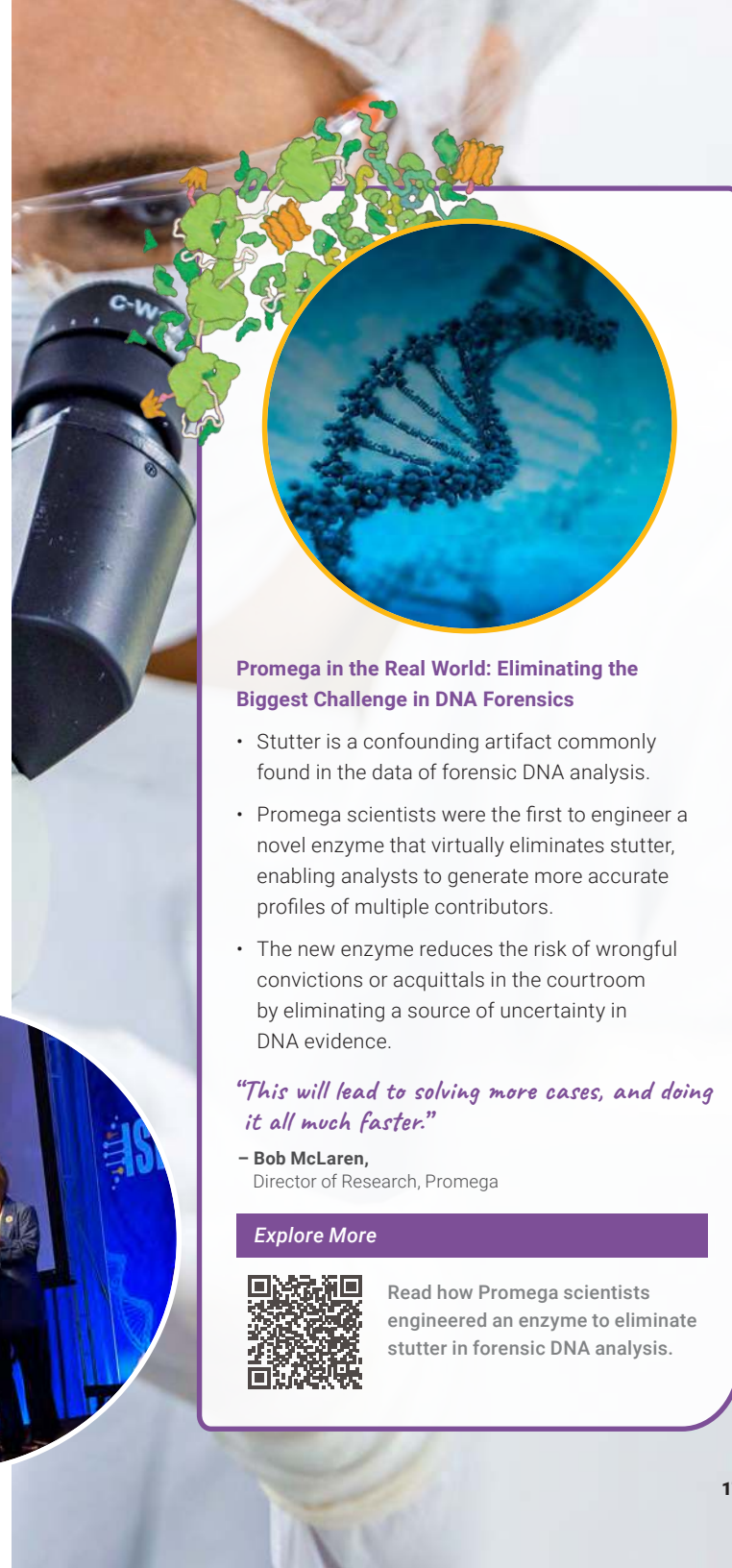
“The major takeaway I had from my time at ISHI was the reminder of the impact of the work of forensic DNA analysts. I have never attended a conference before where the room felt emotionally charged as a result of the presentations.”

– **Martin MacStudy**, student at Virginia Commonwealth University & 2024 ISHI Ambassador

ADDITIONAL RESOURCES



This article from “The ISHI Report” newsletter takes a look back at the 35th meeting of forensic DNA professionals. One of the keynote speakers was Patty Wetterling, a child safety advocate whose son, Jacob, was abducted in 1989.



Promega in the Real World: Eliminating the Biggest Challenge in DNA Forensics

- Stutter is a confounding artifact commonly found in the data of forensic DNA analysis.
- Promega scientists were the first to engineer a novel enzyme that virtually eliminates stutter, enabling analysts to generate more accurate profiles of multiple contributors.
- The new enzyme reduces the risk of wrongful convictions or acquittals in the courtroom by eliminating a source of uncertainty in DNA evidence.

“This will lead to solving more cases, and doing it all much faster.”

– **Bob McLaren**,
Director of Research, Promega

Explore More



Read how Promega scientists engineered an enzyme to eliminate stutter in forensic DNA analysis.

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

– Frank Fan, Head of Biology, Promega

ADDITIONAL RESOURCES



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



13.8%

of revenue invested
in R&D in 2024

Investing in Research and Innovation

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

Fueling Advancements Across Academia and Industry

- Promega scientists regularly pursue basic research to curate new skills and knowledge. This research may be independent or in collaboration with scientists from any field.
- In 2024, Promega scientists published peer-reviewed journal articles on important topics including drug discovery, bioluminescence imaging and cellular metabolism.
- Many of these papers are published alongside co-authors and collaborators from around the world, including academic and industry partners.

Sample publications from 2024:

- *Nature Communications*, Volume 15, Issue 1
“Selective CK1 α degraders exert antiproliferative activity against a broad range of human cancer cell lines”
Demonstrates the use of a new type of drug molecule against multiple types of cancer
- *ACS Chemical Biology*, Volume 20, Issue 1
“Bioluminescent Probes for the Detection of Superoxide and Nitric Oxide”
Introduces a new assay for monitoring molecules that influence metabolism and cell signaling
- *Molecular Oncology*, Volume 18, Issue 3
“Dual targeting of the androgen receptor and PI3K/AKT/mTOR pathways in prostate cancer models improves antitumor efficacy and promotes cell apoptosis”
Characterizes a new molecule that could potentially be used to treat prostate cancer
- *Journal of Pharmaceutical and Biomedical Analysis*, Volume 243
“Addressing common challenges of biotherapeutic protein peptide mapping using recombinant trypsin”
Describes methods for mapping the structures of proteins using enzymes developed by Promega recombinant trypsin

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.

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

Customer & Sales Support: Provides guidance on product availability, pricing, custom product capabilities and purchasing options worldwide.

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

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

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

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

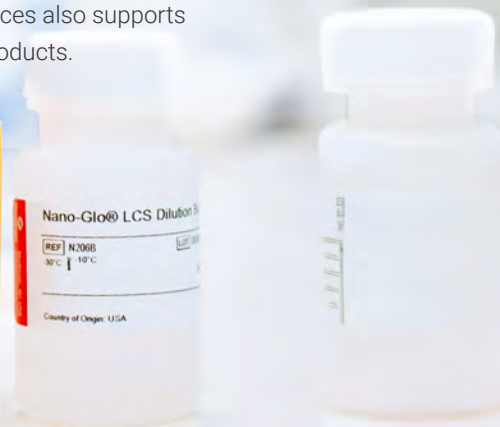
Tailored R&D Solutions: Solves unique customer needs in small molecule and biologics drug discovery by applying creative and collaborative approaches to existing technology.

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.



Recognition: Supplier Excellence and Best Instrument

Promega Biotech India Private Ltd received the Supplier Excellence Award at BioSpectrum's Biotech Innovations & Suppliers Conclave '24 in Mumbai. The Spectrum Compact CE instrument was also named Best Instrument of 2024 in the Bio Analytical category.



Prioritizing Quality

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

The Promega Quality Statement

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

Operating a Global Network

With 237,098 m² (2.55 million ft²) of total building space globally, Promega has made dedicated investments in the development and maintenance of state-of-the-art facilities. This includes 71,500 m² (770,000 ft²) of operational space for research, manufacturing and distribution, along with 165,649 m² (1.78 million ft²) of business operations space. Within these totals, 10,097 m² (108,684 ft²) of frontier space is available for future expansion, ensuring we can scale efficiently to meet evolving needs. Promega manufacturing is vertically integrated. Most of our direct material is produced by in-house operations, insulating 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.

165k
square meters
business
operations

71.5k
square meters
research, manufacturing
and distribution space

10k
square meters
frontier space for
future expansion

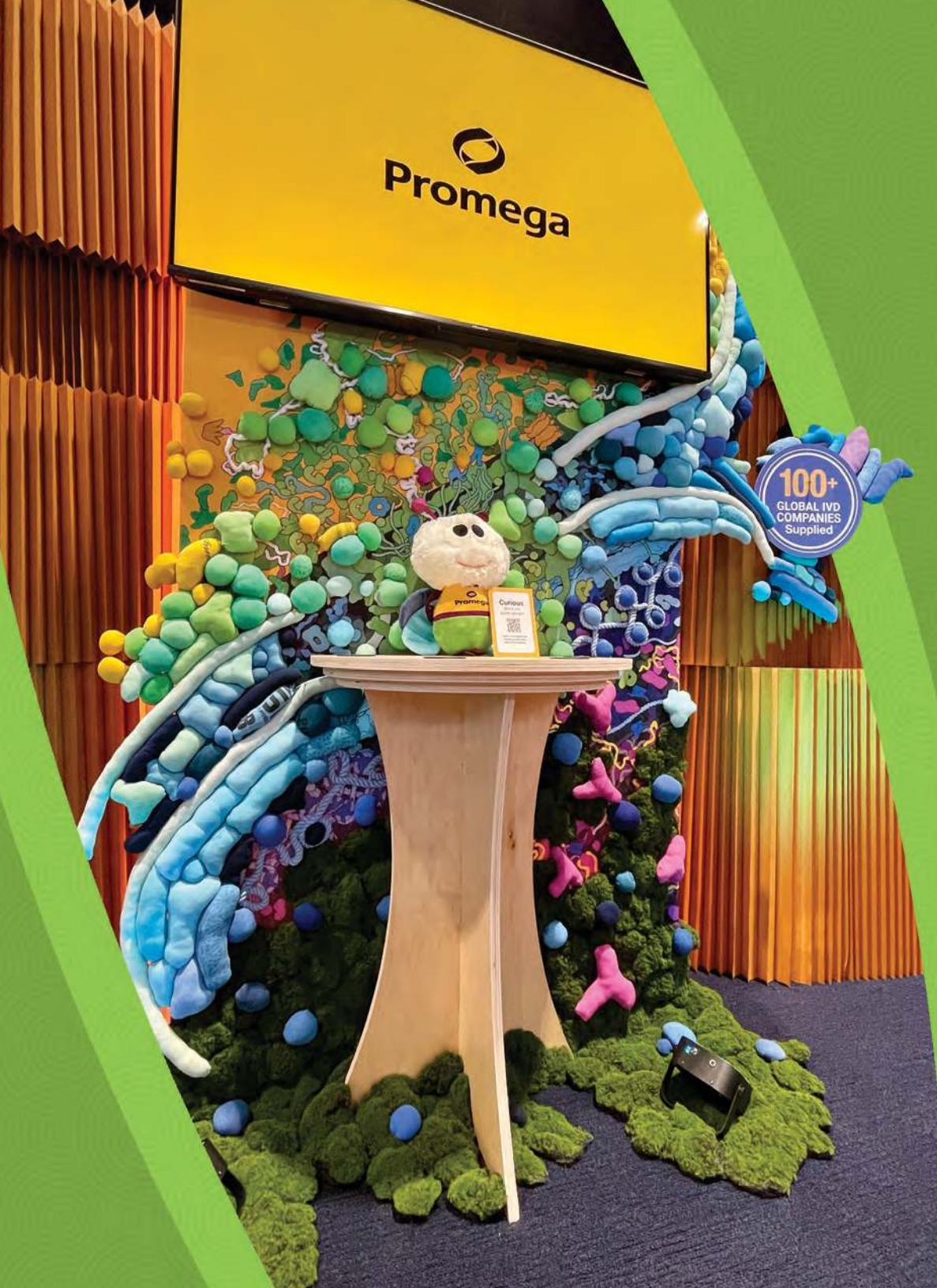
Sustainability

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

This chapter covers the following UN Sustainable Development Goals:



Designed with reclaimed and upcycled materials, our new tradeshow booth brings together science, sustainability and creativity.



Our 2030 Vision

Reduce emissions by 50%

Reduce waste to landfill by 30%

Reduce water usage by 30%

All goals are indexed to revenue, over a 2019 baseline

Challenge: Climate Change

The urgency of climate action has never been greater. Promega embeds sustainability principles across all aspects of operations, from facility design and energy sourcing to product development, to achieve meaningful emissions reductions.

Since 2019, we have reduced our carbon emissions by 48% as indexed to revenue, keeping us on track to achieve our 2030 goal of a 50% reduction. A key driver is our transition to renewable electricity, with a commitment to 100% renewable sourcing by the end of 2025.

To strengthen carbon reduction strategies, we track and assess emissions from fuel combustion, purchased electricity, business travel and outgoing distribution (see Figure 1). In partnership with South Pole, a third-party sustainability consultant, we are refining our scope 1 and 2 emissions calculations and conducting a comprehensive scope 3 inventory. This assessment will inform our pathway toward science-based climate targets and absolute emissions reductions. While we evaluate our next steps, we remain committed to science-driven emissions reductions and long-term sustainability.

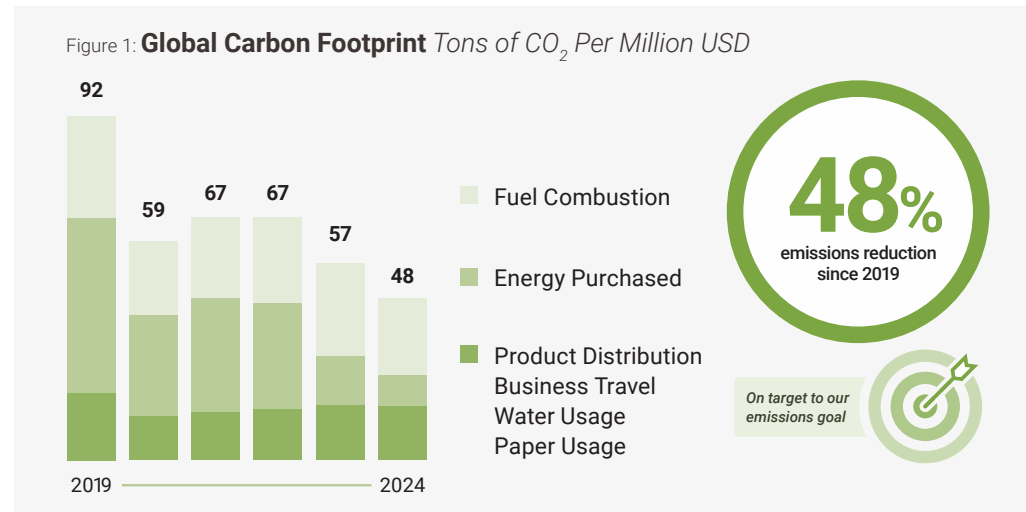


Figure 1: Promega's global carbon footprint, indexed to revenue, has decreased by 48% since 2019. Emissions calculations include fuel combustion (scope 1), purchased electricity (scope 2), and select scope 3 categories: business travel, outgoing distribution, water usage and paper consumption.

Optimizing Efficiency at Existing Facilities

Our commitment to reducing facility emissions drives energy savings across our operations. Expanding the central utility plant at our Madison campus has cut chilled water energy use across multiple buildings, including a 50% reduction at the Agora administration building. Integrating the BTC Data Center cooling system with the central chiller plant has further improved efficiency, reduced power consumption and enhanced system reliability in the last year.

By incorporating ground-source heat pumps, solar water heating and heat recovery systems, we have reduced heating demand and cut natural gas emissions by 9% (indexed to revenue) since 2019, even with facility expansions. The Alan Turing Center is the first Madison campus building to operate without natural gas, relying entirely on ground-source heat pumps.

Building More Efficient and Sustainable Facilities

Facilities play a crucial role in our operational emissions. Each new building at Promega is designed with sustainability in mind, exceeding the efficiency of those built before it. The Kornberg Center on our Madison campus, for example, is 65% more energy efficient than comparable spaces, thanks to features such as a double-skin façade, automated windows, ground-source heat pumps and on-site solar energy generation. Additional elements like rainwater collection and a green roof further support our goals to reduce energy use and environmental impact.

Sustainability Standards



ISO 14001 Certification

Promega Madison has achieved ISO 14001:2015 certification, reinforcing our commitment to environmental stewardship, and regulatory compliance. Several other Promega branch locations, including the Netherlands, France, Italy, Spain, Sweden, and the United Kingdom, have also earned this certification, reflecting our global commitment to sustainable operations.



EcoVadis Assessment

Since 2016, Promega has participated in the EcoVadis assessment, measuring progress in environmental impact, ethics, sustainable procurement and labor & human rights. In 2024, we earned the EcoVadis Committed Badge, reflecting a 20% improvement over our 2023 score. This achievement highlights our global commitment to continuous improvement in sustainable operations.

BELOW: The Kornberg Center research and development facility in Madison was completed in 2021.



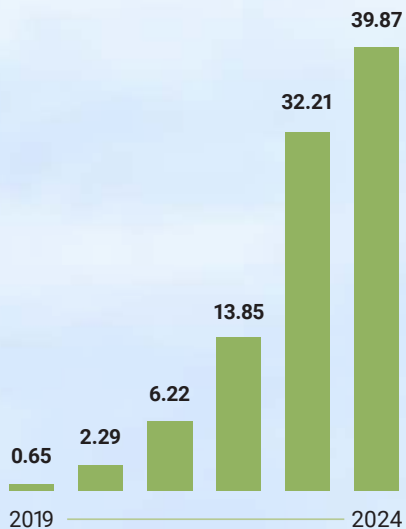


Figure 2: **Renewable Energy Usage**
Millions of kWh

In early 2025, Promega used 85% renewable electricity and is on track to reach 100% by the end of the year.

Expanding Use of Renewable Electricity

Electricity consumption is a major contributor to operational emissions. To address this, we are enhancing energy efficiency while increasing reliance on renewable energy. Promega is committed to sourcing 100% renewable electricity by the end of 2025 and had reached 85% by early 2025 through on-site generation and global renewable energy partnerships.

Key initiatives driving our progress include:

- **On-site solar generation:** Our three largest solar arrays—at the Feynman Parking Garage, Feynman Center and Kornberg Center on our Madison campus—generate approximately 2 million kWh annually.
- **Local renewable energy partnerships:** Through Madison Gas & Electric’s O’Brien Solar Fields project in Fitchburg, WI, we receive nearly 4 million kWh annually.
- **Global renewable energy adoption:** Promega operations in France, Germany and the UK utilize on-site solar arrays, while facilities in Italy, Spain, Sweden, Switzerland and Brazil purchase renewable electricity.

Reducing Effects from Product Design and Distribution

Promega applies green chemistry and eco-friendly packaging to minimize the environmental footprint of our products. Traditional cold-chain shipping relies on refrigerants and non-recyclable coolers, increasing emissions. To address this, we are testing sustainable alternatives to Expanded Polystyrene (EPS) coolers at our European distribution center for Helix replenishment shipments, with plans to assess expansion to other product lines.

In 2023, we standardized stability testing for new products in development to expand shipping at warmer temperature profiles. This reduces packaging size, weight and transportation emissions while maintaining performance standards. Our Ship Sustainable initiative further optimizes shipping for existing products, increasing the number of cold-chain products that can be shipped at ambient temperatures. These efforts resulted in 12 tons of dry ice conserved annually; 32 metric tons of CO₂ emissions avoided and 3,000+ EPS coolers eliminated each year.

Building on these efforts, our GoTaq® Legionella qPCR Kits further reduce environmental impact through innovative product design. They remain stable at ambient temperatures, eliminating the need for dry ice and insulated packaging. This reduces emissions, conserves resources and provides a more sustainable solution for water testing.

EXPLORE MORE



Read our white paper to learn how ambient shipping of GoTaq® Legionella Kits supports high performance and global sustainability.

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

Net Zero Emissions from our Helix On-Site Stocking System

Helix, our on-site inventory management system, reduces emissions through consolidated restocking shipments. Promega also purchases carbon credits to offset greenhouse gas emissions from the Helix program with 600 tons offset in 2024 supporting reforestation efforts like Guanare Afforestation in Uruguay and Mexico Forest Restoration project in Quintana Roo. Since 2010, the Helix program has offset over 9,000 tons of carbon dioxide. For more information and instructions on how to participate, visit www.promega.com/helix.

Advancing Green Chemistry

Promega's Green Chemistry Team integrates sustainable practices into research and manufacturing by selecting safer solvents, reducing waste, conserving energy and improving workplace safety. For over five years, the team has worked to minimize environmental impact while maintaining scientific excellence.

Recently, Promega piloted My Green Lab Certification, earning platinum certification for the Process Development Lab in San Luis Obispo, CA, a milestone in reducing energy use, waste and environmental impact in scientific research. To further enhance product transparency, we completed the ACT Environmental Impact Factor Label for pGEM[®]-T Easy Vector Systems, empowering customers to make more sustainable purchasing decisions.



Helix Sustainability Awards

Now in its seventh year, the Helix Sustainability Awards, presented by the Promega UK branch, recognize sustainability leadership in the Life Sciences sector. In 2024, the John Innes Centre, Norwich, earned the Gold Award for its outstanding sustainability impact. Through order consolidation, the top five organizations reduced deliveries by over 1,144 consignments in 2024, significantly cutting waste and lowering carbon emissions.



EXPLORE MORE



Check out this *Promega Connections* blog to learn how Promega Madison integrates sustainability into its campus, from controlled prairie burns that support habitat health to innovative conservation projects that manage stormwater and preserve natural landscapes.

Reforestation and Carbon Sequestration

Conservation is a core value at Promega, with green spaces enhancing biodiversity and carbon sequestration. This commitment extends to global reforestation efforts, further offsetting our environmental impact:

- **Madison Campus:** Features over 25 acres of restored native prairie and 225 acres of dedicated green space, including Daly Fields, a culinary farm utilizing cover crops for soil preservation and carbon sequestration.
- **Promega Italia & Tree-Nation Partnership:** In 2024, 1,760 additional trees were planted, expanding the forest to over 11,000 trees across 9.18 hectares. Since 2022, this initiative has sequestered more than 3,200 tons of CO₂.
- **Promega Switzerland's Go Green with Helix® program:** Partnering with Almighty Tree, over 1,900 trees have been planted since 2021, projected to absorb 494 tons of CO₂ over their lifespan.

Transitioning to Electric Vehicles

To reduce greenhouse gas emissions from business travel, all European sales branches are committed to 100% electric vehicle (EV) fleets by 2030, with Promega AG in Switzerland leading as the first to fully transition.

Promega also supports employee EV adoption, providing more than 100 charging stations at the Madison campus and expanding access at global locations, including the Netherlands, Germany, Switzerland, France, The United Kingdom and California. Employees in the North America Branch also receive EV incentives.

Beyond EVs, we promote sustainable commuting through public transit, carpooling and cycling, with many facilities offering cyclist-friendly amenities such as pumps, secure storage and shower facilities.

Challenge: Waste Avoidance

Expanding Recycling and Minimizing Waste

Promega is committed to reducing single-use materials, improving recycling and accelerating waste diversion initiatives. Since 2019, landfill waste has decreased by 12% (indexed to revenue), and we continue working toward our 2030 goal of 30% reduction. Key initiatives driving waste reduction include:

- **Plastic film recycling:** Introduction of a new recycling baler at Promega's main warehouse facility helped recycle over 35,000 lbs. (15.8 metric tons) of plastic.
- **Nitrile glove recycling:** In partnership with Kimberly Clark's RightCycle™ program, we diverted 7 tons of nitrile gloves and protective garments from landfills in the last year.
- **Composting:** A Master Composter processes food and landscaping waste for the company garden.
- **Global cleanups:** Employees worldwide participate in trash collection efforts.
- **Waste audits:** The Promega Sustainability Committee conducted a waste audit in an R&D lab to guide expanded waste reduction and employee education programs.

Responsible waste management is critical in biotech manufacturing, where hazardous substances must be handled safely. Promega minimizes hazardous waste and partners with certified providers to maximize reuse and recycling while ensuring compliance with safety and environmental regulations.

Advancing Packaging Sustainability

Promega designs packaging for recyclability, waste reduction and sustainability by:

- **Reducing plastic use:** Tamper-evident seals eliminate over 139,000 m² (1.5 million ft²) of plastic shrink wrap annually.
- **Sustainable protective packaging:** Plastic air pillows are replaced with recycled paper padding.
- **Eco-friendly kit materials:** Sustainably sourced packaging reduces material use and promotes recyclability.
- **Optimized shipping:** Smaller shipping boxes cut excess packaging.
- **Plastic-free sealing:** Self-adhesive shipping boxes and paper tape eliminate over 2,800 meters of plastic tape annually.
- **Innovative cold-chain solutions:** Biomass EPS coolers in Europe help reduce fossil fuel dependency.

Promega actively contributes to global sustainable packaging efforts, aligning with the Australian Packaging Covenant Organization and other international regulations to advance sustainable packaging practices.



Promega Madison employees transformed a small volunteer effort into a company-wide plastic film recycling program. With the installation of a new shrink wrap baler, the program now diverts 35,000 lbs of plastic film annually from landfills.



Challenge: Fresh Water Scarcity

Promega continually evaluates and enhances water conservation efforts across manufacturing, landscaping and daily operations. As product sensitivity requirements have increased, more water-intensive purification systems have been necessary, resulting in an 18% increase in water use (indexed to revenue) since 2019. Despite this, we remain committed to minimizing consumption. In 2024, we launched the Water Efficiency Taskforce to drive targeted conservation efforts. Key initiatives include:

- **Water reuse:** Recycling wastewater from purification systems on the Madison campus, saving over 1 million gallons (3.7 million liters) annually.
- **Cooling tower efficiency:** A new water-softening system for the Feynman Center cooling towers is expected to save 100,000–150,000 gallons annually by reducing scaling, maintenance and chemical usage.
- **Rainwater collection:** Kornberg Center captures rainwater for process needs and toilet flushing.
- **Natural filtration:** Rain gardens support water conservation and filtration.
- **Recirculating water systems:** Promega Biosciences (San Luis Obispo, CA) cut distilled water use by 50% with a custom recirculating system, even as headcount and manufacturing expanded.

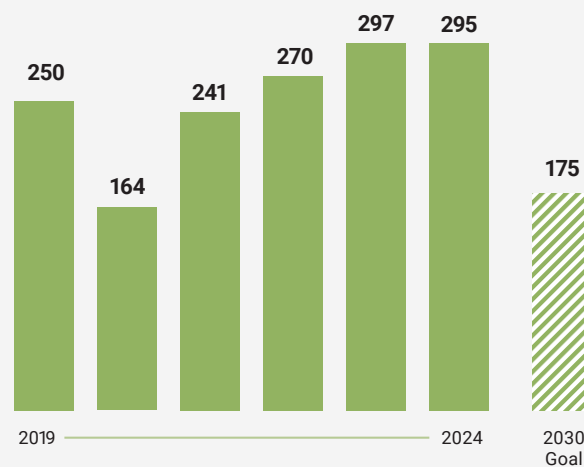


Figure 3: **Water Usage**
Thousands of Liters
Per Million USD

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



Employees

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

This chapter covers the following UN Sustainable Development Goals:



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



Recognition: Workplace Awards

Promega has received several recent workplace honors, including the 2025 Top Workplaces USA award, co-sponsored by Energage and USA TODAY, and recognition as a BioSpace Best Place to Work in 2024 and 2025. Promega France earned Great Place To Work® certification for 2024.



Nurturing an Environment for Self-Actualization

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

The Promega Culture

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

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

Cultivating Emotional and Social Intelligence (ESI)

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

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

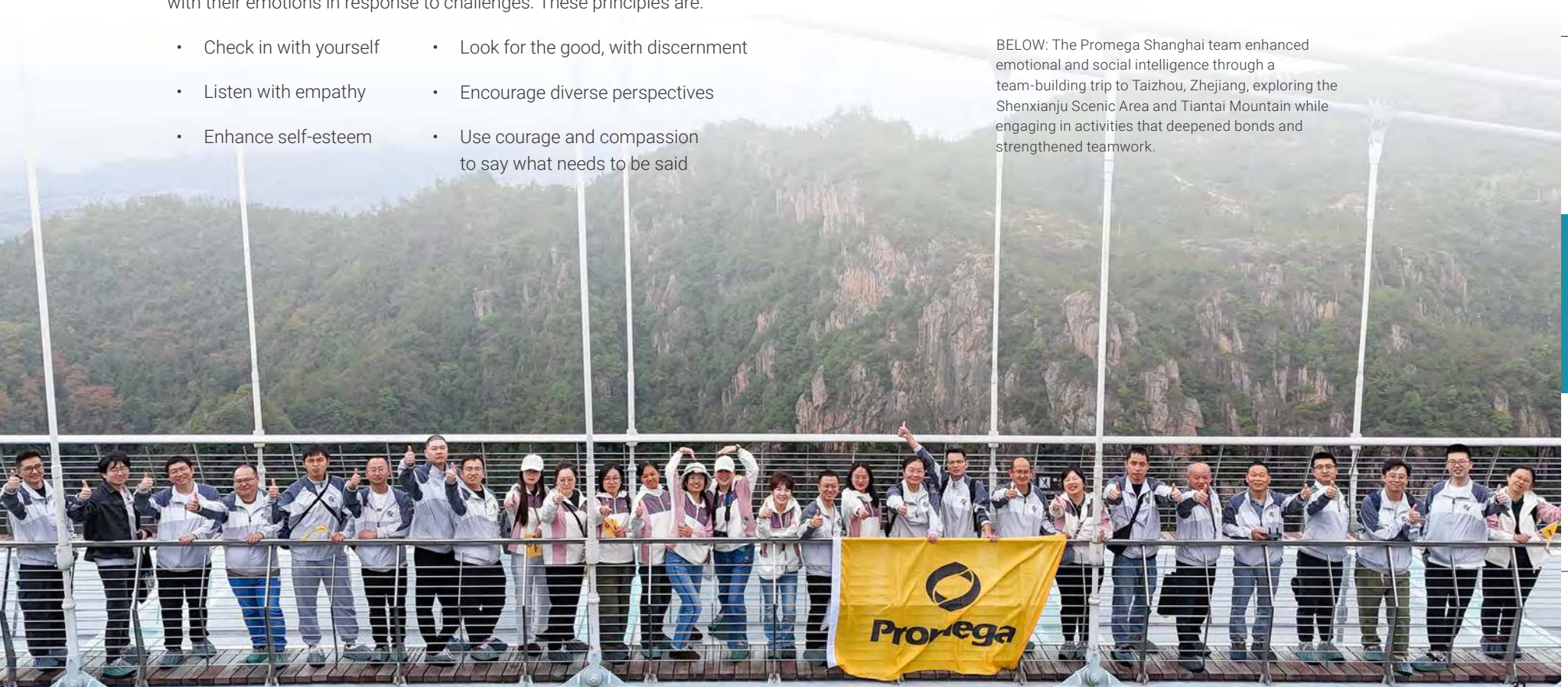
Our ESI Core Principles provide a shared language through which employees can connect with their emotions in response to challenges. These principles are:

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

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

– **Malynn Utzinger,**
Director of Integrative Practices, Promega

BELOW: The Promega Shanghai team enhanced emotional and social intelligence through a team-building trip to Taizhou, Zhejiang, exploring the Shenxianju Scenic Area and Tiantai Mountain while engaging in activities that deepened bonds and strengthened teamwork.





Honoring Employee Diversity

- **Annual Cultural Celebration:** Highlights traditions from one of our 16 global branches; in 2024, Promega celebrated Obon in honor of Promega Japan.
- **Lunar New Year:** Celebrated by branches around the world.
- **Diwali:** Marked with festivities at Promega India and Promega Madison.
- **Bastille Day:** Celebrated by Promega France.
- **Hispanic Heritage Month and Cinco de Mayo:** Events organized by ERGs at Promega Madison.

Valuing Diversity and Inclusivity

Our continued and evolving focus on diversity and inclusion is aimed at fostering a workplace that respects and accommodates various perspectives, traditions, heritages and lived experiences. This priority supports fair and inclusive hiring practices based on merit and potential, reinforcing our commitment to employee support and community engagement, as illustrated throughout this report.

Some examples include:

- Broadening employee benefits for diverse life events, incorporating inclusive language into the Employee Resource Guide and Standard Operating Procedures (SOPs) and establishing all-gender restrooms in Promega Madison buildings
- Offering self-guided courses on accessibility and integrating workplace inclusion-related questions into climate surveys and performance conversations
- Enhancing recruitment and onboarding with training sessions for hiring managers to ensure fair and unbiased hiring practices
- Providing professional development and inclusion training opportunities that are open to all employees
- Designating a Diversity and Inclusion Officer at the Promega GmbH branch to support fair workplace practices and compliance with anti-discrimination laws

The Inclusion and Belonging Team at Promega Madison is made up of employees ranging from senior leadership to individual contributors working together to support voluntary discussions on workplace inclusion and engagement. Developed out of a call from employees for a space to discuss workplace experiences, the group offers a place for questions and ideas, as well as a centralized way to prioritize, act on and report initiatives that enhance collaboration and respect among all employees.

Employee Resource Groups (ERGs) are self-directed, employee-driven groups that foster connection, shared learning, personal growth and collaboration on growing DEI knowledge within themselves, their teams and the greater company culture to support the whole of Promega as a Community of Belonging. Promega ERGs form and evolve in response to employee needs and are open to all employees.



Promega received the 2024 Wisconsin SHRM (Society for Human Resource Management) Diversity Award.

Prioritizing Employee Health & Well-Being

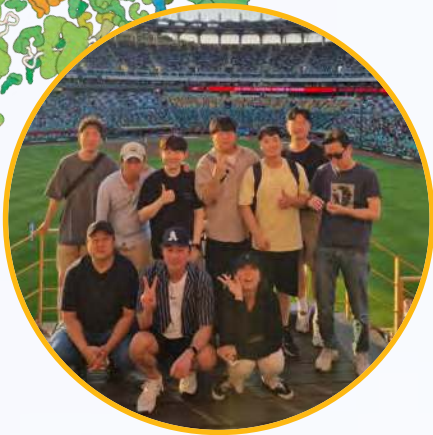
Responsibilities of work and home flow in and out of every employee's day. Promega benefits and services aim to harmonize these two worlds and promote the general well-being of our people.

Holistic Approach to Benefits

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

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





Walk the World Challenge

Promega Korea and Promega BioSystems Korea collectively walked 12,700 kilometers—the equivalent distance from Seoul to Madison, WI. The first-place team celebrated their achievement with a visit to the baseball park.

Virtual 5K Fun Run/Walk

Hosted annually by the Promega Wellness Center, this event invites employees worldwide to complete a 3.1-mile route of their choice. Participants share photos and receive a custom-designed t-shirt. A Couch-to-5K program is open to help employees prepare for the event.

Supporting Good Health

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

The Wellness Center on the Promega Madison campus offers:

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

Encouraging Active Lifestyles

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

Ensuring Safe Work Environments

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



Eating Well, Living Well

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

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

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

– Mike Daugherty

Agriculture Operations Specialist, Promega



BELOW: Promega Madison Human Resources colleagues participated in a team-building activity at Daly Fields, Promega Madison’s on-site culinary garden, planting lettuce and fennel, weeding and brewing compost tea. It was a rewarding opportunity to connect with nature, learn new skills, and give back to the campus community.





TOP: Promega France hosted 'It's Not Rocket Science at Promega' training for non-scientist employees. Participants extracted their own DNA using buccal swabs and the Maxwell® RSC System, then quantified and visualized it on an agarose gel. The sessions make science engaging and approachable for all.

BOTTOM: Promega GmbH introduced employees with no laboratory experience to DNA extraction and analysis, using the Maxwell® System and Spectrum CE System to explore key steps in genetic analysis.



Fostering Employee Growth

Personalized Growth Conversations

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

Leadership Training and Employee Development

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

English Classes for Employees

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

Scientific Training

Our Scientific Training team designs, develops and delivers comprehensive product and sales training to Promega employees, ensuring they are equipped with the latest scientific knowledge and skills. Promega also provides opportunities for non-scientist employees to explore and engage with the science behind our work, fostering a deeper connection to our mission and innovations.

Nourishing Connection

For over 45 years, Promega has embraced the positive power of connection and relationships. Here are a few ways employees across the globe celebrated and came together last year:

- Promega Australia celebrated its 40th anniversary with a historical tour of Sydney's oldest district.
- The Promega team in San Luis Obispo, CA, marked 25 years with a special celebration.
- Promega Korea honored its 15th anniversary with a heartfelt video featuring employee-submitted photos.
- Promega India celebrated its 10th anniversary with several activities including a kayaking expedition.
- Promega Japan employees enjoyed a team-building trip to Ikaho Onsen, complete with a mock chambara (sword fight) competition.
- The Promega Ibérica team gathered in Seville, Spain, to align on strategic priorities for the new year.
- The Promega Italy Global Sales & Commercial Team met in Verona, Italy to share goals and achievements.
- Colleagues from various European branches joined a cooking class during meetings at Promega UK.
- The Promega GmbH Digital Marketing Team came together for a barbecue.
- Madison-based International Channel Managers met in Salt Lake City for strategic planning.





Encouraging Creative Expression

Promega actively supports employee creativity, recognizing its ability to inspire innovation, challenge conventional thinking and foster problem-solving. Art serves as a powerful source of inspiration, and Promega encourages creative expression through a variety of initiatives, including:

- The annual Employee Art Showcase invites employees and their families to submit paintings, sculptures, photographs and other works for display at the BioPharmaceutical Technology Center on the Promega Madison campus.
- “Art from Us for Everyone,” an exhibition in the Promega GmbH atrium, began with a submission from a German employee and now welcomes contributions from staff across the company.
- Major Groove, the Madison employee band, features over 50 musicians who perform at company meetings and other events.
- A kintsugi workshop hosted by the Swiss marketing team transformed shattered Promega mugs into stunning, one-of-a-kind pieces using the Japanese art of repairing pottery with gold.
- The Madison R&D team explored seasonal themes—Winter, Spring, Summer, and Autumn—through a finger-painting team-building activity that fostered collaboration and creativity.

Creating Workspaces to Inspire

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

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

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



Communities

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

This chapter covers the following UN Sustainable Development Goals:



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



Supporting Young Scientists Globally

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

Scholarships & Awards

Development of Our Research Scientists (D.O.O.R.S.) Scholarship: Presented by the BioPharmaceutical Technology Center Institute in partnership with Promega, this scholarship supports academically strong students from unique backgrounds pursuing careers in biotechnology. In 2024, 10 students from 10 universities received awards.

Promega International Scientific Internship Scholarship: This award supports undergraduate University of Wisconsin—Madison students pursuing international research aimed at improving quality of life. In 2024, recipients conducted projects in Germany, India, Spain and Iceland, exploring health equity, integrative medicine, cancer treatment and neural engineering.

International Genetically Engineered Machines (iGEM) Competition: iGEM is a global competition in synthetic biology for high school and university students. In 2024, Promega awarded \$2500 USD in products to 10 global teams for innovative, impactful projects. Promega branches and distributors also provided technical support worldwide.

Promega Rising Researchers Scientific Innovation Awards: This award honors exceptional PhD students with resources, mentorship and a visit to Promega Madison. The 2024 recipients, selected for innovation and scientific impact, represented Australia, France, Italy, Spain, Switzerland, Brazil, Finland, Belgium, Austria and the USA.

Promega Distinguished Young Scientist in Biochemistry Award: Presented with the Chinese Society of Biochemistry and Molecular Biology (CSBMB), this award recognizes emerging researchers in China. The 2024 recipients, Dr. Zhiwei Huang (Harbin Institute of Technology) and Dr. Junjie Liu (Tsinghua University), were honored for breakthroughs in immune system interactions and gene editing tools.

LEFT: D.O.O.R.S. Scholars visiting Kornberg Center at Promega Madison in 2024.

Skill & Career Development

Student Visits & Hands-On Experiences: Promega Madison and branches worldwide provide students with real-world insights into careers in biotechnology through facility tours, hands-on activities and interactive sessions. Recent examples include:

- University of Wisconsin-Madison WISCIENCE undergraduates and Lawrence University students visiting Promega Madison
- High school students from King Edward VI School touring Promega UK
- PhD students from Karlsruhe Institute of Technology gaining lab experience at Promega GmbH
- Master's students from the National University of Singapore participating in a Forensic DNA Workshop at Promega Singapore, focusing on DNA testing and purification techniques

Technical Education Scholarships: Promega scholarships at Madison College support students in skill-based programs such as Biotechnology Laboratory, Electromechanical Technology, Mechanical Design Technology, Welding and more. Recipients include first-generation college students, veterans and those overcoming personal challenges to pursue careers in hands-on, technical fields.

Leadership Training: Promega Italy hosts annual leadership trainings for scientists facilitated by the Promega Human Resources Team.

Beyond Academia: A partnership between Promega Biotech Ibérica and the Universidad Autónoma de Madrid (UAM) helps graduate students discover opportunities for careers outside of academics. Promega hosts a hands-on lab on cell-based assays and a career talk before students select their master's program.

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

RIGHT: Promega GmbH hosted PhD students from Karlsruhe Institute of Technology.





PARTNER SPOTLIGHT:

BioPharmaceutical Technology Center Institute

BTC Institute is a nonprofit organization that shares the BioPharmaceutical Technology Center (BTC) facility with Promega and provides educational, scientific and cultural opportunities for a wide range of learners. Promega is its primary corporate sponsor. Since its founding in 1993, BTC Institute has served more than 100,000 students from upper elementary to college and graduate school, as well as teachers and career scientists from academia and industry. BTC Institute hosts various educational events aimed at bringing together multidisciplinary experts and engaged members of the community. The organization also oversees Bell Burnell Observatory, a recently restored historic facility located on the Promega Madison campus, that offers stargazers of all ages a unique opportunity to get hands-on experience with modern observational tools.

[Learn more at BTCI.org](https://www.btc.org)



Science in the Community

BioBarcode Blitz: During Australia's National Science Week, Promega co-sponsored the Western Australia BioBarcode Blitz program, engaging students and remote communities in biodiversity conservation. Using Promega's DNA tools, students amplified insect DNA, with samples sent for sequencing to document ecosystems and potentially discover new species.

Wisconsin Science Festival: Promega is a sponsor of the annual Wisconsin Science Festival, a statewide event that connects people of all ages with science, technology, engineering, art and math through interactive and educational experiences.

Pint of Science: Promega UK sponsored the Pint of Science event in Leeds, which brings researchers and the public together in a relaxed pub setting. This initiative provides an accessible way for people to engage with science outside of traditional lecture halls.

\$1.6M

Promega philanthropic
support for science,
education and
creativity in 2024

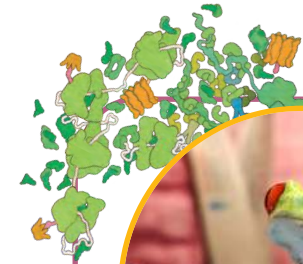
Advancing Cutting-Edge Research

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

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

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

Revive & Restore Contribution: The nonprofit Revive & Restore advances genetic rescue techniques and develops biotechnology tools to support conservation efforts for endangered species and threatened ecosystems. In 2024, the Catalyst Science Fund—established with a \$3 million pledge from Promega—entered its sixth year, continuing to support groundbreaking projects such as cloning a black-footed ferret, analyzing the population genetics of isolated elephant herds and more.



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

- When Trinity College Assistant Professor Sally Seraphin adopted two species of neotropical frogs as her new model organisms, she needed guidance on implementing molecular biology techniques with her unique samples.
- During a fellowship at the Marine Biological Laboratory (MBL) in Woods Hole, MA, Sally collaborated with Promega Applications Scientists to develop protocols for purifying RNA from red-eyed tree frog samples.
- Promega Applications Scientists have provided hands-on, in-lab support to researchers at MBL each summer for the past 11 years.

Explore More



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



Making a Difference Globally

Promega branches and teams around the world are committed to giving back through initiatives that address critical needs, from education and food security to health and wellness. Some examples from the last year include:

Building Stronger Communities

Promega Shanghai: Donated refurbished computers and established the Promega MSI Book Corner to improve teaching conditions in remote mountain areas.

Promega Madison: Provides used tech equipment to the Turing Trust, supporting students in Africa, Asia and the UK.

Promega Madison IVD Product Finishing Team: Held a Soup-Off fundraiser for Shelter from the Storm, a local animal rescue.

Promega Australia: Sponsors children through World Vision and the Smith Family charities, delivering educational resources and digital learning packs.

Addressing Food Insecurity

Promega Australia: Prepared meals with rescued food through OzHarvest's Cooking for a Cause.

Promega Germany: Donated food and hygiene products to food banks in Walldorf and Wiesloch.

Promega Madison Protein Purification and Fermentation Teams: Organized a food drive for Green Cares Food Pantry, volunteered at Second Harvest Food Bank.

Various Promega Madison Teams: Worked at Lacy Garden to grow fresh produce for food pantries.

Promega UK: Collected donations for the Romsey Foodbank.

Supporting Health and Wellness

Promega Singapore: Participated in the J.P. Morgan Corporate Challenge, supporting Rainbow Centre for individuals with disabilities.

Promega GmbH: Joined the "NCT-RUNning Against Cancer" event, raising funds for cancer research.

Promega UK: Volunteered at Wessex Heartbeat House, creating a healing outdoor space for heart patients and families.

Promega France: Supported breast cancer research through Octobre Rose and raised awareness for men's health with Movember.

LEFT: Promega France took part in Octobre Rose to raise awareness and support breast cancer research.

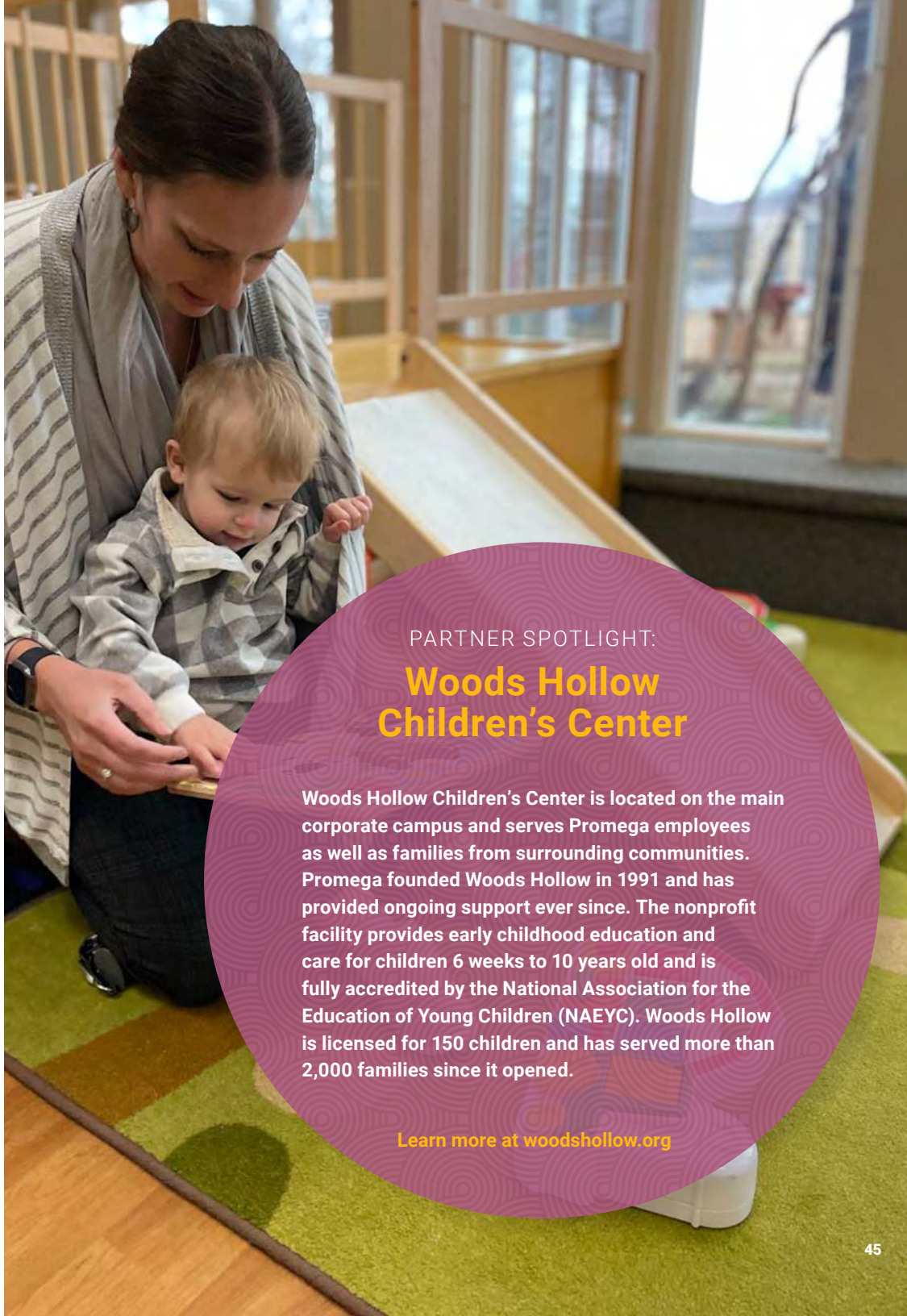
Culture of Giving

Promega in Action: This initiative gives Madison-based employees the opportunity to receive up to 40 hours of paid time off to volunteer for a nonprofit organization of their choice. This program has enabled more than 250 employees to volunteer at 75 different organizations around the world, from local food pantries to international programs for vulnerable children. Promega Madison has been recognized with a BioForward Community Service Award for this program.

Employee Giving and Volunteerism: Promega Madison matches employee donations to nonprofits up to \$1,000 per employee each year. In 2024, donations, combined with corporate matching from Promega, totaled over \$250K (USD) benefiting 385 nonprofit organizations worldwide. Employees also logged over 2,500 volunteer hours throughout the year, reflecting Promega's culture of service and community engagement. Through the Dollars for Doers program, employees can earn donation vouchers for their volunteer time, resulting in \$6,800 in donations to nonprofit organizations in 2024.

Community Action Team (CAT) Initiatives:

The employee-led team in San Luis Obispo, CA, supports local causes with events throughout the year. For example, in 2024, they hosted a Lunch Loteria event that, combined with a company match, raised \$1,010 for The Gala Pride and Diversity Center in SLO. Full-time employees may also use four hours of paid time each month for volunteer activities and have their donations matched by Promega.



PARTNER SPOTLIGHT:

Woods Hollow Children's Center

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

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



ABOVE: Visitors explore works at the Promega Art Showcase. Photographer Terry Talbot speaks at an art show symposium.

LEFT: A winning entry in the Cool Science Image Contest, this panoramic shot captures the aurora borealis over Madison, Wisconsin, during a powerful solar storm. Photo by Samuel L. Warfel, undergraduate student, Astronomy and Physics.

Fostering Creativity

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

Promega Art Showcase: Established in 1996, the Promega Art Showcase reflects the company's commitment to fostering creativity and innovation in the arts, culture and sciences. These quarterly exhibitions, held at the BioPharmaceutical Technology Center and open to the public, feature a wide range of artists and themes. In 2024, "Visions of Consciousness" explored thoughts and dreams through expressive paintings and intricate sand art, "Collections Unveiled" highlighted private collections that celebrate contemporary works and cultural significance, and "From This Place: Three Photographers" showcased Wisconsin-based photographers capturing the connection between place and personal stories.

Learn more at promega-artshow.com.

University of Wisconsin-Madison Cool Science Image Contest: This annual event celebrates the intersection of art and science, with Promega sponsoring the contest and providing gallery space for the winning images. In 2024, the winning entries included captivating visuals such as molecules interacting in cell membranes, the vibrant colors of the strongest solar storm in decades, and the stretchy insides of a cheese puff. These images, chosen for their aesthetic, creative and scientific qualities, showcase the beauty and innovation inherent in scientific exploration.



Additional Indicators

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

ADDITIONAL RESOURCES



United Nations
Global Compact

Report Parameters

Reporting on Promega Corporate Responsibility progress is completed on a calendar year basis with information in this report sharing results and actions from January 1, 2024 to December 31, 2024. This is the 17th Promega report in this area following the initial report released in 2009. This process of reporting will continue annually. Corporate Responsibility reporting attempts to focus on the environmental and social impacts of Promega operations worldwide using the framework established by the Global Reporting Initiative 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 always room for growth in the information we capture. In rare instances, additional or adjusted information for prior periods was captured resulting in slight variations from previously reported indicators.

Carbon footprint calculations have been made using emission factors provided by the World Resources Institute Greenhouse Gas Protocol on energy and business travel. Reported emissions from distribution were calculated with the conversion factors provided by DEFRA's 2024 Greenhouse Gas Conversion Factors. Current and previous years' carbon footprints have been calculated using the most updated information and emission factors from the resources above.

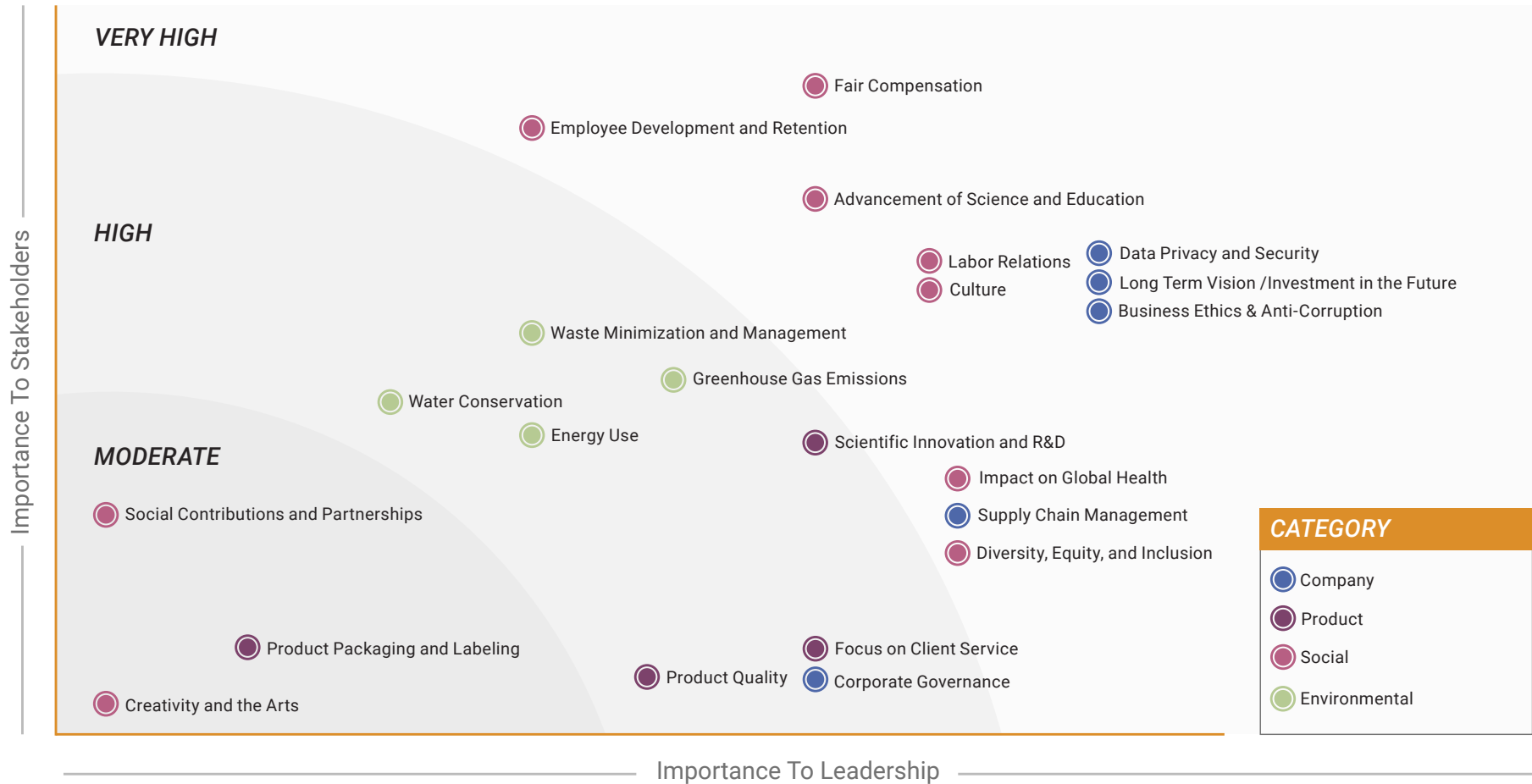
Some sections of the GRI that were not covered in the report will be addressed below. In 2024 we had no incidents or issues in the following areas:

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

AI writing tools were used to assist with drafting and editing portions of this report. Any AI-generated content was reviewed and finalized by our team to ensure accuracy, clarity and alignment with Promega values.

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

2025 Materiality Assessment Results



What is a Materiality Assessment?

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

The results are reported from:

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

Key Indicators

Economic	2019	2020	2021	2022	2023	2024
Number of Employees	1,696	1,827	1,892	2,042	2,116	2,136
Building Footprint (Square Meters)	137,537	176,750	222,781	230,877	232,457	237,098
Number of Global Locations	19	19	19	19	19	19
Percent of Revenue Invested in R&D	12%	7%	9%	9%	12%	13%
Environmental						
Greenhouse Gas Emissions (Tons of CO ₂)	42,010	44,538	50,428	48,052	37,073	31,616
Emissions Per Million in Revenue (Tons of CO ₂ /Million Dollars)	92	59	67	63	57	48
Scope 1 Emissions (Tons of CO ₂)	8,158	8,656	9,550	10,656	10,732	10,765
Scope 2 Emissions (Tons of CO ₂)	21,281	20,679	24,539	20,250	9,227	6,214
Scope 3 Emissions (Tons of CO ₂)*	12,571	15,203	16,339	17,147	17,114	14,637
Energy Consumption						
Electricity (kWh)	30,827,243	31,569,224	39,604,851	42,428,611	43,204,129	45,323,197
Natural Gas (Therms)	1,376,992	1,461,006	1,611,897	1,798,433	1,811,391	1,799,846
Water Consumption (Liters)						
Solid Non-Hazardous Waste (Cubic Meters)	15,659	20,307	22,632	22,889	21,145	19,613
Incinerated (Cubic Meters)	133	115	111	118	102	105
Land Filled (Cubic Meters)	6,331	6,666	8,239	8,928	8,813	8,196
Recycled (Cubic Meters)	9,195	13,527	14,281	13,842	12,230	11,312
Chemical Waste (Kilograms)	117,127	157,805	85,919	156,500	246,773	210,671
Infectious Waste (Kilograms)	12,241	11,018	12,305	11,575	12,609	13,685
Social						
Women	47%	48%	48%	48%	48%	48%
Women in Management Positions	43%	42%	42%	42%	42%	43%

*Scope 3 emissions have been calculated from product distribution, business travel and water consumption.



Targets 3.3

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

Our Alignment:

- Vision
- Values



Targets 4.4

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

Our Alignment:

- Supporting Young Scientists Globally

Key Indicators:

- Employees, Global Locations



Targets 7.2, 7.3

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

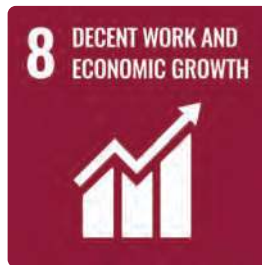
Our Alignment:

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

Key Indicators:

- Energy Consumption

SUSTAINABLE DEVELOPMENT GOALS



Targets 8.5

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

Our Alignment:

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

Key Indicators:

- Employees, Women, Women in Management Positions



Targets 9.5

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

Our Alignment:

- Promega by the Numbers
- Supporting Scientific Discovery

Key Indicators:

- % of Revenue Invested in R&D



Targets 12.5, 12.7

Ensure sustainable consumption and production patterns

Our Alignment:

- Aligning Values for Employees and Suppliers
- Expanding Recycling

Key Indicators:

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



Targets 13.2, 13.2

Take urgent action to combat climate change and its impacts

Our Alignment:

- Challenge:**
- Climate Change

Key Indicators:

- Greenhouse Gas Emissions

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

ADDITIONAL RESOURCES



Learn more about the UN Sustainable Development Goals

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