



Promega Corporation
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2023 Corporate Responsibility Report Highlights; Updated 5/30/2023

Since 2008, Promega has reported on our commitment to and progress regarding sustainability. From conserving natural resources to giving back to our communities, we strive to be responsible to our customers, our employees, our community and our planet.

Product Reach

- Promega offers more than 4,000 products that are used by scientists in clinical and molecular diagnostics, government and academic research, pharmaceutical and biotechnology industries, forensics, and environmental, food and veterinary testing laboratories.
- In 2022, Promega launched Spectrum CE System, a new capillary electrophoresis instrument, as well as the accompanying PowerPlex 35GY System chemistry. This technology gives forensic DNA laboratories unparalleled flexibility and enables them to get more information from challenging samples.
- 2022 marked the tenth anniversary of the launch of NanoLuc luciferase, a novel luciferase protein engineered by Promega scientists. NanoLuc is used in assays that advance fields such as drug discovery.

Planet Aware

- Promega has set a goal to reduce carbon emissions by 50% by 2030, as indexed to revenue over a 2019 baseline. The company also aims to reduce landfill waste and water usage each by 30%.
- Promega has committed to using 100% renewable electricity by 2025. Currently, over 50% of electricity used is from renewable sources due to recent investments in on-site generation and partnerships to source renewable energy globally.
- To transparently share environmental impacts, Promega is now using My Green Lab's ACT Environmental Impact Factor Label with third-party verification of the environmental impacts of certain products through the product life cycle.
- A plastic film recycling program launched by the employee-led Sustainability Committee recycled nearly 7,000 pounds of plastic in the first 4 months of the initiative. Promega also diverted over 4 tons of nitrile gloves and protective garments from landfills through a recycling program.

People Care

- Promega received Top Workplaces USA and Top Workplaces Regional (Madison, WI) awards in 2022 and 2023 based solely on employee engagement surveys compiled by the research firm Energage. In addition to Top Workplace honors, Promega has earned Cultural Excellence Awards in the following areas: Compensation and Benefits; Employee Well-Being; Innovation; Professional Development; Purpose & Values and Work-Life Flexibility.
- Promega began offering new benefits for Madison-based employees facing specific life challenges and events. These benefits include:
 - Family-forming services including enhanced fertility services, infertility guidance, adoption coaching, gestational carrier resources and low-T support
 - Up to 240 hours of paid caregiver leave to care for aging parents, ill spouses or domestic partners, children with medical needs, or to bond with a newborn or newly adopted child
 - Student loan acceleration providing an additional \$100/month toward student debt
- Promega aims to foster a work environment that respects and accommodates various perspectives, traditions, heritages and lived experiences. Examples of initiatives supporting this goal include:

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Approved by: Corey Meek Date: 6/6/2023



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- Expanded employee medical plan that defines “medically necessary” to include services for transgender individuals and therapy for an autism spectrum diagnosis and/or developmental delays
- Gender-neutral restrooms in Promega Madison buildings
- New culture-add training sessions for hiring managers to improve recruitment and onboarding process
- Employee Resource Groups, including Allyship, Asian American and Pacific Islander Support, Latinx and Indigenous Peoples, and MegaPride

Community Touch

- Promega is dedicated to supporting young scientists around the world. In 2022, Promega-sponsored teams earned top honors in the International Genetically Engineered Machines Competition. The Diversification Of Our Research Scientists (D.O.O.R.S.) Scholarship recognized students from ten different universities. Several Promega branch offices hosted Young Researcher Award programs that honored early-career scientists doing exceptional research using Promega products.
- The Promega Employee Giving Campaign topped \$200,000 in 2022, including Promega corporate matching. Additionally, more than 220 employees have logged more than 4,400 hours of volunteer service since the Promega in Action program was launched.
- Promega continues to support two key partners, the BioPharmaceutical Technology Center Institute (BTC Institute) and Woods Hollow Childrens Center.
 - BTC Institute was founded by Promega to provide educational opportunities in biotechnology for a wide range of learners. The organization 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.
 - Woods Hollow Children’s Center serves Promega employees as well as families from the surrounding communities. The nonprofit facility provides early childhood education and care for children 6 weeks to 10 years old. Woods Hollow Children’s Center has served more than 2,000 families since it was founded by Promega in 1991.