Corporate Mind
2017 Corporate Responsibility Report

Basement Membrane
At Promega, our business is life science, but our lives are fueled by curiosity and life-long learning. Promega Corporation provides innovative solutions and technical support to researchers, technicians and analysts in life sciences, industry and government. We offer over 3,500 products to enable scientists worldwide to advance knowledge in the fields of genomics, proteomics, cellular analysis, molecular diagnostics, human identification, and applied biotechnology. Founded in 1978, the company is headquartered in Madison, WI, USA, with sales branches in 16 countries, over 50 global distributors, and manufacturing branches in San Luis Obispo and Sunnyvale, California, USA; Shanghai, China; and Seoul, South Korea. In 2016, revenue, headcount and building footprint continued to grow. Our revenue is approaching $400 million dollars (US); we have 1,440 full-time positions worldwide, and our global building footprint is over 1.1 million square feet (100,000 square meters).
Over 3,500 products | 38 million US dollars invested in research & development | 1,440 employees

Sales branches in 16 countries

Founded in 1978 | 1.1 million square feet of facilities

- Promega Headquarters
- Promega Manufacturing Facilities
- Branch Office
- Distributor
Conscious Leadership

At the heart of science is the understanding of the interdependent, complex and dynamic nature of systems. This complexity is increasingly true in business environments as well. In rapidly changing and uncertain environments, our leadership must have the latent capacity of mind and heart to flourish. We are actively and continuously developing an organizational environment that fosters the formation of deep personal connections, creates trust in the face of ambiguity to encourage conscientious and courageous action, and supports the simultaneous use of intuition and intelligence in developing vision and outlook. Ultimately we also want to provide space in which everyone has an opportunity for self-awareness, personal transformation and professional development.

Corporate Purpose, Vision and Values

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

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

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

In essence, Promega’s vision includes all of life and moves us to act on the knowledge that we are all interdependent.
Values Promega continues to evolve and reflect a set of living values that include:

- Contribution to the advancement of science for the improvement of life in the world community
- Appreciation that we operate as an adaptable living organism in which each element and human contribution is a vital part of a whole, capable of responding to the emerging complexities of our time
- Personal development through inner and outer exploration and practices of self-awareness
- Recognition that both work and home are places to cultivate wholeness and wholeheartedness through learning, offering the best of ourselves, integrating new insights and developing inner and outer qualities that allow each individual to be present and engaged
- Recognition and reward of achievement through creativity, risk taking, process improvements and innovation
- Adaptability and flexibility in the workplace

Respecting Human Rights As a member to the UN Global Compact, Promega follows all regulations regarding employment and has zero tolerance for violations of human rights. We are committed to upholding and advancing The Universal Declaration of Human Rights in how our business develops productive relationships around the world to continue working cooperatively among different customs and cultures. Issues that we take very seriously include:

- Protection of children from exploitation
- Protection of all workers from compulsory labor
- Payment of at least minimum wages
- 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.

Valuing Diversity As a global company, we believe in and practice equal opportunity and affirmative action. We acknowledge and honor the fundamental value and dignity of all individuals. We pledge ourselves to creating and maintaining an environment that respects diverse traditions, heritages, experiences, and perspectives. With offices in 16 culturally diverse locations, the organization benefits from the unique cultures and experiences of all employees. Women represent approximately 48% of employees worldwide and occupy 45% of management positions in the United States.
Corporate Governance

Promega is governed by a Board of Directors, while daily operations are led by the Corporate Leadership Team and global Branch Managers. This diverse group brings wide-ranging expertise and unique country experience to management decisions. As the guiding force of the company, this group is responsible for setting company strategy and providing organizational oversight.

Investments in the Future

Promega has long believed in the philosophy that to be truly sustainable, an organization must evolve as the world and customer needs change. The key to addressing this challenge is to have a long-term vision and strategy. As a result, we look at human needs in an effort to anticipate our customers’ needs while providing an inspiring place for employees to work. We continue to be committed to building a long-term sustainable future through investments in innovation, people, products and services, facilities and infrastructure.

Our focus on investing in the future continued in 2016 through scientific innovation, expansion of global facilities and advancing our technical and leadership capabilities. These investments helped in meeting customer needs and generating continued value.

Global General Managers gather in Madison, WI
Research  Growing investment in innovative research resulted in 64 new patent filings in 2016, bringing our intellectual property library to over 300 granted patents and nearly 240 pending patents. In addition, 15 new products were launched fulfilling customer needs by:

- Aiding development of antibody-based treatments
- Advancing food safety testing
- Improving methods for studying cellular changes
- Expediting inquiry in research and clinical labs
- Optimizing test development in diagnostic labs

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

- Promega Germany (GmbH) is designing and building a major new facility to house the European distribution hub, Promega GmbH (the largest overseas Promega operation), and the European branch of Terso Solutions. It will also have a substantial instrument service space, staff amenities and capacity to host moderate scale meetings. The three level facility will be about 150,000 square feet, and will comply with or exceed the strenuous energy performance and green building standards of German Building Codes. Promega Germany staff and the Global Planning Team are using high environmental performance values in the design with a goal to make this new facility a flagship green project representing Promega in Europe. Some key sustainable features of this building include a composite wood-concrete structure, a full green roof with photovoltaic panels, optimized day-lighting with automated exterior shading systems, HVAC systems that leverage natural ventilation with active slab heating and cooling using a geothermal heat pump as well as heat recovery. The project will be breaking ground in June 2017 and will be completed in early 2019.
• A new Promega UK facility has been in preliminary planning and will soon be entering detailed design phase. The two level facility will be about 18,000 square feet and will comply with or exceed the strenuous energy performance and green building standards in the newest UK Green Building Council Code. Promega UK staff and the Global Planning Team are planning to incorporate high environmental performance values in the design of this new facility with the desire to make it a notable green project for the research park where it will be located. In addition, a training center consisting of a laboratory and lecture room will be incorporated into its design. This training center is intended in part for use with local schools and colleges for educating, inspiring and enthusing young people about life sciences. The project is on schedule for an early 2019 completion.

• Renovation and expansion of labs and office spaces at Promega Biosciences, San Luis Obispo, began in 2016 and was completed in early 2017. As the organic chemistry center of Promega, this expansion increases analytical and process development capabilities while improving overall employee workspace and experience.

Supply Chain Management

Promega recognizes the effect and importance that suppliers have in the scope of our Corporate Responsibility, and forms partnerships with companies that have similar commitments. Our Supplier Code of Conduct outlines our expectations relating to business ethics, labor, health and safety, and environmental responsibility. This document is communicated to 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.