

Community Touch

2018 Corporate Responsibility Report



Community Touch

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

Rajnish Bharti, General Manager, Promega India

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

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

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

Supporting the Charitable Instincts and Efforts of Our Employees

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

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

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

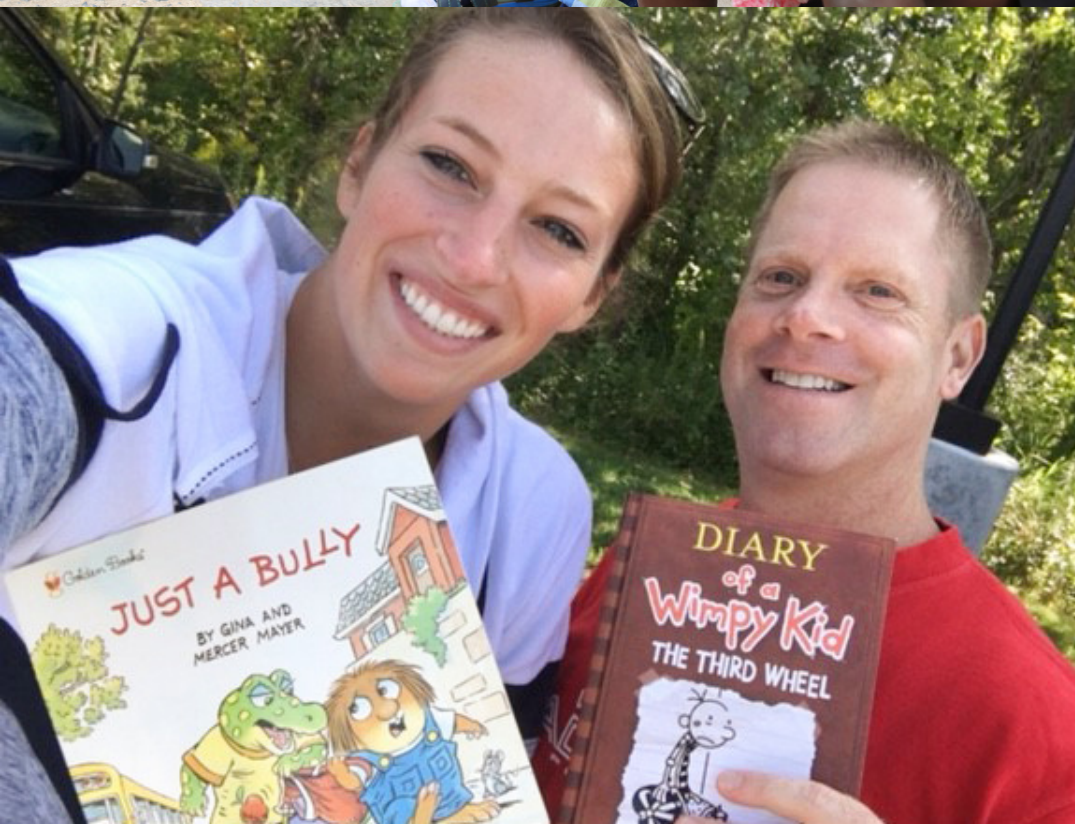
Next Page (top to bottom, left to right):

Children at the SizaBantwana Center in South Africa.

Promega Madison employee works with Lola's Lucky Day Pet Rescue.

Promega employees gathering books for SizaBantwana.

A Promega employee leads yoga for workers at Agrace Hospice in Madison.



Local Response to Local Need

Building for the Less Fortunate

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

Community Action Team (CAT)

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

Cleaning Up Our Communities

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

Helping Families in Need

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

Supporting Local Food Banks

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

Employee Giving Campaign

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

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

Promega Madison and Terso employees volunteer with Habitat Humanity.

Employees from Promega Biosciences participate in a road cleanup.

Employees from Promega Madison participate in road cleanup.

Promega employees shopping for families struggling with homelessness.

A food drive to support needy families in California.

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



Promega in Action

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

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

–Promega Employee



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

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

–Promega Employee



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

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

Long-Term Commitment to Cornerstone Organizations

The BioPharmaceutical Technology Center Institute (BTC Institute)

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



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

Today's Learners, Tomorrow's Leaders

For 25-years, Promega has been a substantial supporter of Woods Hollow Children's Center. This nonprofit child care center is located on the main corporate campus and is open to Promega employees as well as families in the surrounding community. Woods Hollow provides early childhood education and care for children 6 weeks to 10 years old, and is fully accredited by the National Association for the Education of Young Children (NAEYC). The center promotes parent involvement in all center activities and appropriate teacher compensation. Thanks to the dedication and expertise of a committed staff, Woods Hollow operates within NAEYC guidelines, the highest accreditation standards in the U.S.

Learn more at: woodshollow.org



Engagement and Support in Education, Science and Creativity

Education

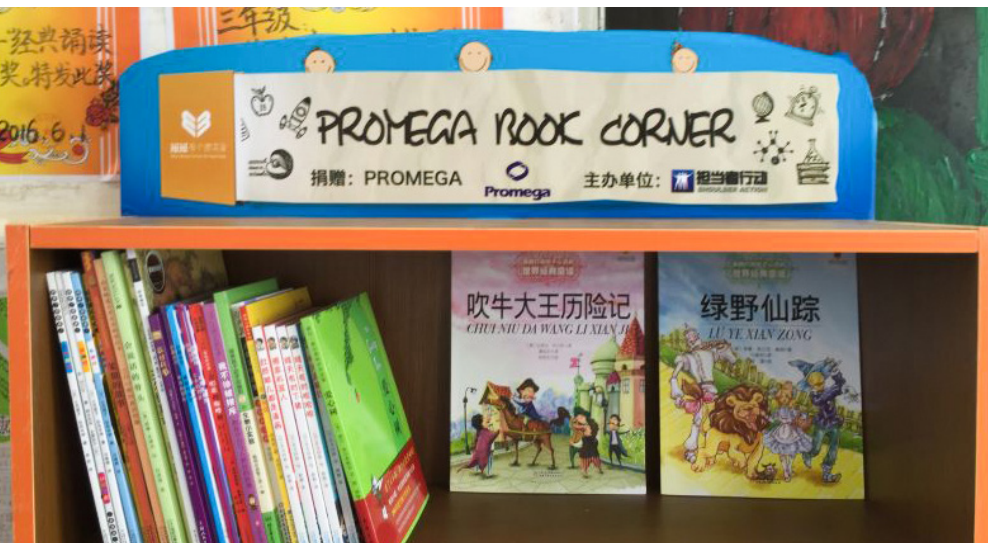
Supporting Young Researchers

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



Encouraging Literacy in China

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



Scientists in the Schools

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

Madison Area Technical College Advanced Manufacturing Scholarships

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

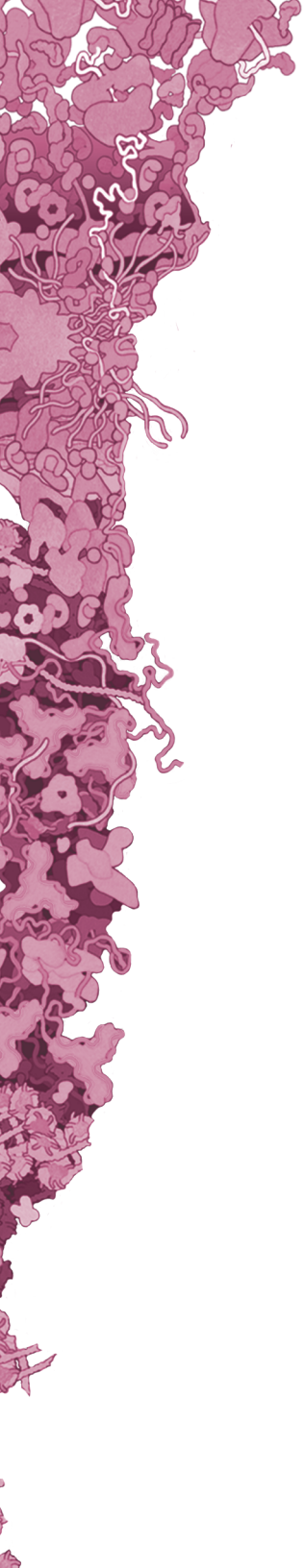
Gateway Technical College Foundation

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

The Smith Family

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





over
\$1,000,000

donated in 2017

200+

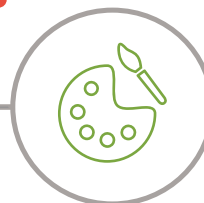
Organizations
Supported



Science



Education



Creativity

Promega Training Support Program

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

ESI Education for Post Docs

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



Space for Community Events

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

Science

Empowering Young Scientists Competing in iGEM

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



Marine Biological Laboratory (MBL)

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

Next Page:

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

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



Promega Award for Biochemistry

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



Scientific Journalism Workshops

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



Supporting Cancer Patients and Research in Amsterdam

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



3MT (Three Minute Thesis) Madison

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

International Symposium on Human Identification (ISHI)

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

Courir Pour Elles (Run for Them)

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



Supporting Cardiovascular Research in Spain

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



Next Page (top to bottom, left to right)

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

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

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

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



Capital Science & Engineering Fair

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



Pittarosso (Pink Parade)

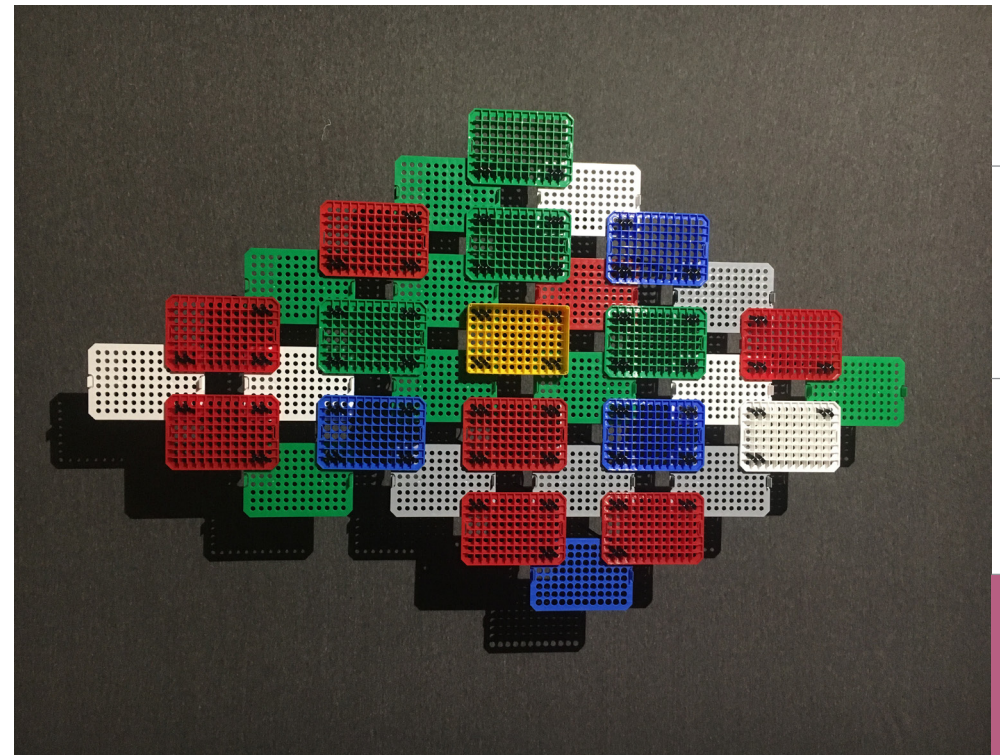
Employees from Promega Italia volunteered as organizers at this annual race to raise funds for breast cancer research.



Creativity

Recycled Artistry

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





Promega Art Showcase

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

Learn more at: promega-artshow.com

Cool Science Image Contest

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