In a rapidly changing world, we reflect on how Promega can continue contributing to scientific advancement and improving life around the globe. We look for qualities that stand the test of time—the sense that we can seek and create purpose and meaning for the larger community of customers, suppliers and stakeholders, both as an organization and for ourselves as individuals. Our business is life science, but our lives are fueled by curiosity and life-long learning, a thread that appears in countless forms across our global organization. Founded in 1978, our company is headquartered in Madison, WI, USA, with sales branches in 16 countries, more than 50 global distributors, and three global manufacturing locations. 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 cultural experience to management decisions.
INTRODUCTION

CORPORATE MIND

PRODUCT REACH

PLANET AWARE

PEOPLE CARE

COMMUNITY TOUCH

ADDITIONAL INFO

PROMEGA CORPORATE RESPONSIBILITY REPORT 2019 | 8

GLOBAL DISTRIBUTORS

REVENUE APPROACHING

$450M

50+
GLOBAL DISTRIBUTORS

569
ISSUED AND PENDING PATENTS

56
NEW PATENT FILINGS IN 2018

21
NEW PRODUCTS LAUNCHED IN 2018

4,000+
PRODUCTS

1,601
EMPLOYEES

16
SALES BRANCHES IN COUNTRIES

56
NEW PATENT FILINGS IN 2018

OVER

10%
OF REVENUE INVESTED IN RESEARCH AND DEVELOPMENT
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 stakeholders and create intelligent life-science solutions.

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

- Our life sciences tools 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, our vision includes all life and moves us to act on the knowledge that we are all interdependent.

Values
Promega continues to reflect a set of living values that include:

- Contributing to the advancement of science for improving life in the global community.
- Appreciating that we operate as an adaptable living organism in which each element and human contribution are a vital part of a whole, capable of responding to the emerging complexities of our time.
- Encouraging personal development through inner and outer exploration and self-awareness practices.
- Recognizing that both work and home 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.
- Rewarding and acknowledging achievement through creativity, risk taking, process improvements and innovation.
- Promoting adaptability and flexibility in the workplace.
INVESTMENT IN THE FUTURE

We believe that a sustainable organization must evolve as the world and customer needs change. As a result, we look at human needs to anticipate our customers’ wishes while providing an inspiring place for employees to work and supporting the communities in which we live. We are committed to building a long-term sustainable future through investments in innovation, people, products and services, infrastructure and community outreach.

In 2018, this commitment was shown by our investment in scientific innovation, expansion of global facilities and developing our technical and leadership capabilities. Our focus in these areas means we can continue to meet customer needs and generate increased value.
Effects of Products and Innovation

We provide innovative solutions and technical support to researchers, technicians and analysts in life sciences, industry and government. Over 4,000 catalog and additional custom products enable our worldwide customers to advance knowledge in the fields of genomics, proteomics, cellular analysis, molecular diagnostics, human identification and applied biotechnology. In 2018, product revenue approached $450 million. The Product Reach section of this report expands on how our products benefit human health and advance the scientific community.

Our growing investment in innovative research resulted in 56 new patent filings in 2018, bringing our intellectual property library to over 380 granted patents and 187 pending patents. In addition, 21 new products were launched, fulfilling customer needs by:

• Aiding life science research with automated solutions.
• Advancing forensic DNA testing.
• Improving methods for studying protein structure and function.
• Optimizing research in clinical labs.
• Expediting discovery of biotherapeutics.

Our microsatellite instability (MSI) technology was recently granted innovation designation by the Chinese National Medical Products Administration on its path to being classified as in vitro diagnostic (IVD). This technology can help physicians investigate the best treatment for colon cancer. Learn more about this MSI test and how other technologies are making a difference in the Product Reach section.
Our active and continuously developing Emotional and Social Intelligence initiative emphasizes connection and encourages employees to grow and become their best. Over 130 employees have attended an immersive ESI Bootcamp to cultivate these skills and apply them daily. Learn about all the ways Promega supports employees in the People Care section.

**Investments in People and Place**

In 2018, our global facilities exceeded 1.1 million square feet or 110,000 square meters. Expansion of our branch facilities in the UK and Germany are well underway and should be completed in 2019. Using sustainable design approaches, these new facilities will provide creative workplaces and healthy spaces for our employees, customers and community outreach. In addition, a world-class research building is under construction and a state-of-the-art component manufacturing facility will start construction in Spring 2019 in Madison, WI. These buildings will add 435,000 ft² or 40,000 m² to the Promega footprint when completed in the next few years. For details on these expansions and environmental focus of all operations, see the Planet Aware section of this report.

**CONSCIOUS LEADERSHIP**

At the heart of science is the understanding of the interdependent, complex and dynamic nature of systems. With over 1,600 individuals worldwide, this complexity is increasingly true at Promega as well. In rapidly changing environments, our leadership must use their mind and heart to flourish. We are actively and continuously developing an organizational environment that fosters 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 when 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. The People Care section of this report expands on ways that Promega invests in our people and focuses on strengthening relationships.
General managers from our global branches at their annual gathering in Madison are photographed with a time capsule commemorating the company’s 40th anniversary.
Used nitrite gloves and protective garments from Promega labs are boxed and ready to be shipped to a recycling facility as part of the RightCycle recycling program. Kimberly-Clark Professional recognized Promega in 2018 with a Chelsea Santucci Greenovation Award for diverting 3.6 metric tons (nearly 8,000 pounds) of materials from landfills through our employee-initiated glove and garment recycling programs. Learn more about our commitment to environmental sustainability in the Planet Aware section.

### Valuing Diversity

Promega believes in and practices equal opportunity and affirmative action. As a global company, we acknowledge and honor the fundamental value and dignity of all individuals and 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 47% of employees worldwide and occupy 43% of management positions.

### 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 by developing productive business relationships around the world to continue working cooperatively among different customs and cultures. Issues that we take very seriously include:

- Protecting children from exploitation.
- Protecting all workers from modern slavery.
- Paying at least minimum wage.
- 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.
To support the exploration of new solutions for confronting significant environmental challenges, Promega was the first corporate sponsor of the Revive & Restore Catalyst Science Fund. The Fund helps identify and develop biotechnology solutions for climate change resilience. Learn more about all the ways we give back in the Community Touch section.

Prioritizing Anti-Corruption
Promega aims to operate with the greatest integrity and has 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.

A BROADER SENSE OF PLACE
We think of place as the integration of work, home and community. In addition to supporting employee community engagement, we support advancement of science, education, arts and community wellness. Stories showing our commitment to the communities in which we work are shared in the Community Touch section of this report.

“It’s inspiring to see how people are going the extra mile to deliver results that benefit our customers, the environment and the people working at Promega. This truly is a ‘little things can change the world’ attitude lived.”

Nina Petters, Manager eBusiness Europe, Promega GmbH
ALIGNING VALUES THROUGHOUT THE SUPPLY CHAIN

Promega recognizes the effect and importance that suppliers have in the scope of our Corporate Responsibility, and forms partnerships with companies who 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 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.

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

OUR ECONOMIC BENEFIT

Growth and success of any business, especially one the size and scope of Promega, has a positive ripple effect on the communities in which it operates. In the state of Wisconsin alone, a third-party economist has estimated our multiplied annual economic impact at more than $600 million. This analysis accounts for direct, indirect and induced Promega effects from job creation to expense of good and services.

Mindful focus on building a long-term sustainable organization, along with continued investment in infrastructure, will help us meet the rapidly changing needs of the scientific community.