



Community Touch

Promega was a Gold Sponsor for the Wisconsin Science Festival interacting with thousands of children on school field trips about the science of bioluminescence.



I am amazed by the open hearts of the people at Promega. They have a *genuine desire to make a difference* in communities around the world by educating and inspiring young minds, volunteering their time, and donating to causes they are passionate about. There is an innate awareness that we all rise by lifting others up.

STEPHANIE SHEA
Employee Giving Coordinator

Community Touch

In communities across the globe, Promega employees find meaningful ways to make a difference. They connect directly with their local communities to identify volunteer and philanthropic opportunities, empowering them to work with organizations they care about. After all, they are most familiar with the unique needs of their own communities and the most effective approaches to address those needs. They seek to better the world in the distinctive ways that match their unique skills and bring meaning to their lives.

Promega celebrates this passion and supports a culture that catalyzes employee involvement through policies such as volunteer time-off and matching gifts.



Promega Corporation and branches in Spain, Singapore, France, Switzerland, Germany and the Netherlands support the International Genetically Engineered Machines (iGEM) competition. Learn more about this and other efforts to give back in the Community Touch section.

There is an overall sensibility that not only encourages but actively backs the unlimited potential of employees who put action behind ideas for how they, their team, or the company as a whole, can engage meaningfully in the world. 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 support at a local level.

On a broader scale, Promega continues a level of corporate giving that contributes to the advancement of science for improving life in the global community. Our giving is inspired by the components that fuel this advance, which includes science, education, and creativity.

SUPPORTING SCIENCE AROUND THE WORLD

to change the world for the better

 In 2019, Promega continued to support students participating in the **International Genetically Engineered Machines (iGEM)** competition as a Partner Sponsor of the iGEM Foundation. This annual competition encourages education, collaboration and the advancement

of synthetic biology as multidisciplinary teams of high school and university students from around the world design, build, test and measure a system of their own creation using interchangeable biological parts and standard molecular biology techniques.

■ In addition to sponsoring the iGEM Foundation, Promega awarded \$2,000 in reagent sponsorships to ten international teams competing in the 2019 iGEM competition. Promega branches and distributors in Spain, Singapore, Germany, Japan, Israel, France, Switzerland, North America and the Netherlands sponsored additional teams. Promega also provided technical support and three iGEM-exclusive webinars to all iGEM teams globally in 2019.

■ The nonprofit **Revive & Restore Catalyst Science Fund** identifies and develops advanced techniques for genetic rescue and brings new tools to conservation work benefiting endangered species and threatened ecosystems. Promega launched the fund in 2018 with a 3-year pledge of \$1 million annually. Designed to hasten impactful innovations in conservation that enhance biodiversity, the fund supports early-stage,



transformative bioscience research and proof-of-concept projects that can be applied to a variety of high-value, high-impact conservation challenges. A key barrier to the adoption of genomic solutions by the conservation community is the lack of success stories. The Catalyst Science Fund aims to support the work that results in these innovative scientific solutions.

In 2019, the Catalyst Science Fund grew from one project the year before to eight projects. Areas of focus include Genomic Insight, Synthetic Alternatives, Restoring Diversity, Facilitated Adaptation, and De-extinction. While most projects are focused on a single species, the purpose of each project is to catalyze biotechnology developments that will be useful across species and applications. Learn more at: reviverestore.org

■ The **Marine Biological Laboratory (MBL)**, founded in Woods Hole, Massachusetts, in 1888, is one of the largest nonprofit biological laboratories in the world and is an affiliate of the University of Chicago. MBL attracts a diverse population of over 500 trainees from more than 300 institutions and over 30 countries. Course directors and faculty are leaders in their fields, drawn globally from leading universities and research institutions. 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 providing tools and technologies. Promega scientists also work 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. Learn more at: MBL.edu

The Catalyst Science Fund, managed by Revive & Restore and supported by a \$3M contribution from Promega, funds projects that are using cutting-edge biotechnology and genetic tools to rescue endangered species. One of the first grants from this fund was awarded to the lab of Dr. George Church at Harvard University for its project to synthesize the genome of a strain of Elephant Endotheliotropic Herpesvirus (EEHV).

EEHV can be fatal to young Asian elephants, a vulnerable species declining in population. The virus causes rapid onset, often fatal hemorrhagic disease and is even known to thwart breeding programs in zoos. In fact, some estimates suggest that EEHV is the cause of death for at least 25% of Asian elephants.

Research on EEHV has struggled because existing methods for culturing viruses have not worked with EEHV. The inability to study the virus to understand how it interacts with its host hampers efforts to pursue possible vaccine strategies or screen for effective antiviral compounds.

George Church, an American geneticist, molecular engineer, and chemist, is widely recognized for his innovative contributions to genomic science. The Church Lab plans to synthesize the genome of the virus and transfect it into cultured elephant cells. If the cultured cells successfully produce EEHV viral particles using the synthetic genome, then the system can be used to propagate EEHV and help researchers find more effective methods for treating and preventing the infection in Asian elephants.



Dr. Haitao Li (left) and Dr. Guanghui Liu (right) received The Promega Award for Biochemistry, given to innovative researchers in China.

 In 2019, Promega Spain won the **iGEM Voluntades** award given for our commitment to mentoring young scientists. Our branch in Spain supported an innovative group of students who coordinated a research project that demonstrated the close relationship between the start of metastasis (malignant growths) and palmitic acid (a common fatty acid found in animals). The iGEM team was awarded with VIP access to Promega Spain's technical services department, products that were free of charge to conduct the experiments needed, and a visit to the Promega Spain office to receive training and professional development on the latest molecular biology topics and technologies.

■ The **Promega International Scientific Internship Scholarship** supports undergraduate students at the University of Wisconsin-Madison

who are undertaking an international internship aimed at using science to improve the quality of life in the world. Students from all scientific fields are eligible but preference is given to those whose internships use molecular biology techniques. Students must be based in a country other than their own and cannot be in a country where the recipient has already spent significant time. The scholarship is awarded annually to four students.

 Established in 2013, the **Promega Award for Biochemistry** recognizes important collaborations in the study of stem cells by innovative researchers in China. Promega grants the award annually in partnership with the Chinese Society of Biochemistry and Molecular Biology (CSBMB). Two researchers were honored in 2019, Dr. Guanghui Liu from The Institute of Zoology at The Chinese Academy of Sciences, and Dr. Haitao Li from Tsinghua University School of Medicine.

 Our Australian branch supports the **Lorne Genome Conference** each year with a student prize, which is awarded to a delegate enrolled in a post-graduate or undergraduate degree who, as first author, submits the best abstract for oral presentation. Over the years, the meeting organizers have consistently placed great importance on accessibility to students by offering several free student registrations when the supervisor registers, as well as making student travel awards available.

■ Celebrating its 40th year in 2019, the **International Symposium on Human Identification (ISHI)** has grown into the world's largest conference focused on technologies, policies and innovations in forensic DNA analysis for human identification. The annual meeting, launched and sponsored by Promega, draws 1,000 scientists, DNA analysts, law enforcement professionals, and legal and ethical experts from 40+

Prix National Jeunes Chercheurs



Alexis Porcher
Institut de Recherche en
Horticulture et Semence (IRSH)



Gayetri Ramachandran
Institut Imagine



Mélodie Dupré
IGEM

*FÉLICITATIONS
AU TRIO GAGNANT!!!!*

Programme Jeunes Chercheurs created by Promega France supports young researchers using Promega technology for innovative applications

countries 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. Learn more at: ishinews.com

■ The **Wisconsin Science Festival** is a four-day statewide celebration that connects people of all ages with science, technology, engineering, art and math. Events at hundreds of venues across Wisconsin include hands-on science exhibitions, demonstrations, workshops, speakers and more. Promega was one of four Gold Sponsors for the 2019 “Curiosity Unleashed” Festival and participated in the two-day Discovery Expo

at UW-Madison, interacting with thousands of children on school field trips about the science of bioluminescence.

■ **Programme Jeunes Chercheurs** or Young Researchers Program is a competition offered by Promega France that rewards the best scientific articles that discuss using Promega technology and highlight an innovative application. The winner gets a trip to the United States for a conference and a visit to Promega Headquarters to meet with the R&D team. The winner this year was Gayetri Ramachandran from the Imagine Institute Paris.



An entry in the Cool Science Image Contest depicts the complexity of a single grain of corn. The germ—the living base of a kernel where the plant's genetic information resides, pictured here—includes the coleoptile, a sheath that protects.

■ 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 2019, Promega scientists visited 53 classrooms in 16 Madison and surrounding area schools, where they helped 1,153 students extract DNA from strawberries.

■ The Promega Training Support Program gives instructors who teach courses using DNA, RNA, protein or cell-based techniques at the high school, undergraduate and graduate levels the opportunity to receive up to \$2,000 in Promega products to supplement their classes. For more information, visit: [promega.com/training-support](https://www.promega.com/training-support)

 Scientists at Promega GmbH sponsor the **BlueGenes Project** that provides middle school students an early microbiology experience. Two basic molecular biology experiments can be completed with limited reagents and lab materials that the branch provides at a discount. Twelve schools participated in the project in 2019.

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

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Since 2016, Promega has organized the Beijing Bioassay Forum, which is part of the highly influential Chinese Pharmaceutical Association's Forum on Biopharmaceutical Characterization and Quality Control. Promega is one of the key contributors and organizers.

 In 2019, Promega Italy continued to refine an innovative initiative to support and connect with customers in meaningful ways. For the last three years, the Italy branch has facilitated a two-day course with Human Resources facilitators from Promega Madison leading **management training sessions** that focus on leadership conversations, as well as identifying strengths, motivators and challenges in oneself and team members. New this year, participants from multiple customers were invited to partake and share learning by having multiple viewpoints represented.

"The effort, craftsmanship and knowledge which I experienced was artfully delivered upon us in the training session. I received tools to become a better person and professional."

—MANAGEMENT TRAINING SESSION PARTICIPANT

 Promega Biotech Ibérica has partnered with the Universidad Autonoma de Madrid to offer a **Career Orientation** to help young scientists identify and prepare for career paths in biology. This program included practical courses in Biotechnological Applications with our latest luminescent technologies.

 Promega India collaborated with Forensic Science Laboratory Delhi to host the **Forensic DNA Profiling Workshop** as part of a skill development program. This workshop provided leadership tools to advance forensic science, foster interdisciplinary research, embrace new technology, nurture young minds and encourage collaboration in the scientific community.



Peju Okungbowa is a 4th grade teacher that received support from the BTC Institute to start a biotechnology club at The International School of IITA, Nigeria.

COMMITTING TO CORNERSTONE INITIATIVES

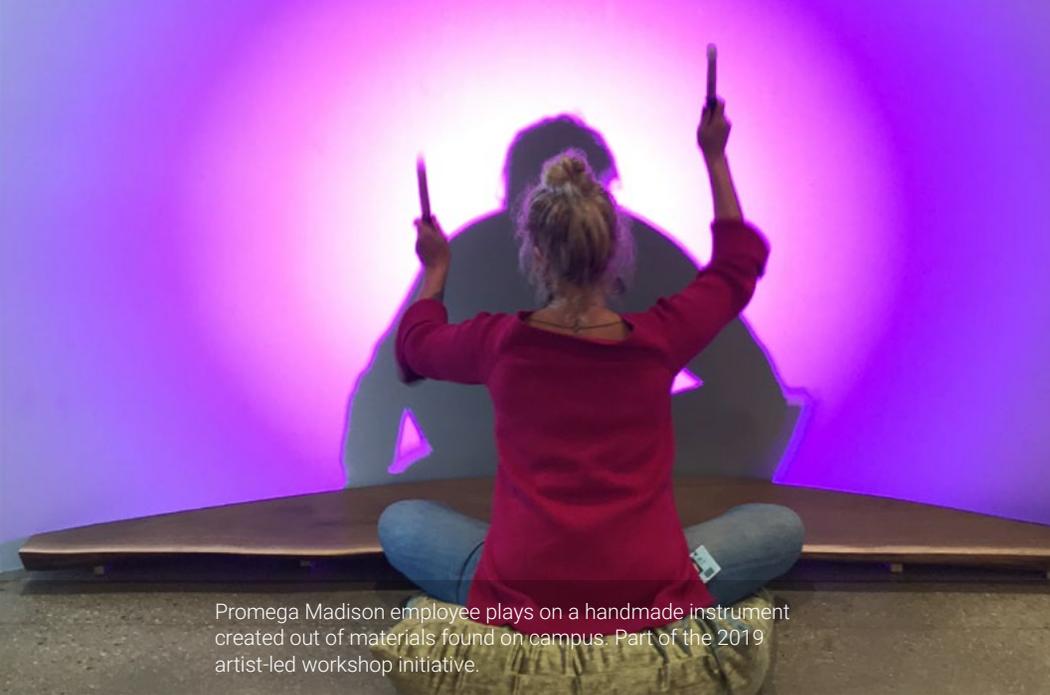
maintaining long-term, deep-rooted ties for meaningful outcomes

■ The **BioPharmaceutical Technology Center Institute (BTC Institute)** is a not-for-profit organization founded by Promega in 1993 and located on the Madison, WI, campus that provides educational, scientific and cultural enrichment experiences. Educational programs focus on the life sciences for a wide range of learners from upper elementary students to college and graduate students, as well as career scientists in academia, industry and the general public.

During the 2018–2019 academic year, approximately 3000 middle and high school students participated in the BTC Institute’s Biotechnology Field Trips program. Students and their teachers either visited BTC Institute labs for hands-on, molecular biology-based education or were served by an on-the-road program that brings BTC Institute teachers and lab activities directly to classrooms. In addition, 28 teachers participated in two week-long summer courses designed for middle and high school teachers to facilitate integration of biotechnology topics and techniques into their own classrooms. Teachers represented a wide range of educational settings including rural, suburban and urban. Learn more at: btci.org

“I have sent a proposal to my principal about starting a Biotechnology Club in January 2020 and it has been approved. We will also be starting a unit on Earth and Space in February and I will be able to explore the NASA resources with my students. I will be happy to share how these activities will go. Thank you for giving me the opportunity to teach a subject that I knew nothing about before summer 2019.”

—**PEJU OKUNGBOWA**, 4th Grade Teacher,
The International School of IITA, Nigeria



Promega Madison employee plays on a handmade instrument created out of materials found on campus. Part of the 2019 artist-led workshop initiative.



Hand-dyed lab coats were created during an artist-led tie-dye workshop. Over 70 employees participated and showed off their creations at the 2019 Spring Art Showcase opening reception.

Annually, 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. Learn more at: btci.org

“It’s very heartening to see this level of professionalism, scientific inquiry, and concern for furthering human well-being.”

– 2019 INTERNATIONAL FORUM ON CONSCIOUSNESS PARTICIPANT

■ **Woods Hollow Children’s Center** is located on the main corporate campus and serves Promega employees as well as families from surrounding communities. 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). Promega founded Woods Hollow in 1991 and has provided ongoing support ever since. In line with the company’s commitment to the long-term success of Woods Hollow, Promega completed a 9,300 square foot expansion in 2019 that included construction of additional classrooms

for after-school programming for school-age children and a gymnasium for indoor large-motor activities for all enrolled children. Learn more at: woodshollow.org

■ For many, science and art are often considered to be two different worlds, but scientists know that their work requires individual artistry, and artists in many ways understand the science within their art. For more than 20 years, Promega has hosted the **Promega Art Showcase** on the Madison, WI, campus that attracts hundreds of community members each year. The quarterly art shows feature the work of local and international painters, photographers, sculptors and artists in many other media. Professionally curated exhibitions free and open to the public offer both well-established and up-and-coming artists a venue for their work and provide opportunities for Promega employees and the surrounding community alike 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

In 2019, the Promega art program added a series of artist-led workshops for employee participation. Employees brushed up on their chemistry skills in a tie-dye workshop and helped Arizonan artist Joe Willie Smith build a functioning art-instrument out of materials found on campus.

“It was a more collaborative experience than I ever expected. It was fun to watch the artist truly learn and evolve his art through interactions with people & materials and by watching people interact with his art.”

–PROMEGA ART WORKSHOP PARTICIPANT

Hello PhD Art Contest for Creative Scientists was created to celebrate the creative side of the Hello PhD podcast listeners. Students submit their artwork for a chance to win a free trip to the Promega Employee Art Showcase in Madison.

Promega sponsors the Hello PhD podcast as a resource for young scientists and leads discussions covering all things related to graduate school and careers in science.

The Hello PhD podcast was started by Joshua Hall and Daniel Arneman, who met during their grad school admissions interview, and after “... countless conversations that helped guide their paths, they wanted to ease the way for students, postdocs, faculty and scientists who navigate these same hard questions every day.” For more information, visit: hellophd.com



2019 Hello PhD grand-prize winner, Aparna Shah, and her submission of “an image of an immuno-histochemically stained mouse brain slice acquired on a confocal microscope”.

ENGAGING IN COMMUNITY: SUPPORTING GLOBAL AND LOCAL INITIATIVES AND ORGANIZATIONS THAT ENRICH HUMANITY

Promega in Action is an opportunity for employees at Promega headquarters in Madison, Wisconsin, to use paid time to volunteer. Employees can apply for a grant of up to 40 hours to work for the charity or organization of their choice. In return, employees are asked to document their interactions and present their experiences and insights to their colleagues.

To date, 33 organizations have benefited from the Promega in Action program, including local programs such as Madison Area Food Pantry Gardens and global programs such as SizaBantwana in South Africa. Employees' involvement with these groups often does not end when paid volunteer hours are exhausted. Many continue to actively volunteer, as well as recruit others to the cause. Promega keeps an updated database of organizations where employees have served, and many employees who are not Promega in Action participants will do volunteer work for these causes on their own time.

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Sarah Theos, a senior client support consultant at Promega Madison, applied for a volunteer service award through the Promega In Action program in 2018. Sarah's son was diagnosed with Chronic Recurrent Multifocal Osteomyelitis (CRMO) in 2016. Sarah used her time to co-found the CRMO Foundation, with the goal of building a collaborative research network for patients, caregivers and researchers working on CRMO.

In 2019, the CRMO Foundation is one of 30 patient-led rare disease foundations selected to receive a \$450,000 grant from the Chan Zuckerberg Initiative (CZI) Rare As One Program. One goal of CZI is to cure or manage all disease by the end of the century. This network will provide relationships and learning opportunities, enabling them to support infrastructure to build a self-sustaining patient-fueled, productive research network.

"The Promega in Action award was the catalyst that gave me the dedicated time to focus on helping start the foundation."

The CRMO Foundation will expand their CRMO patient registry so that the community can get a more accurate idea of the prevalence of CRMO, cause of the disease, natural history, and potential diagnostic tools and treatment options. The CRMO Foundation embodies how the Promega in Action program can reach far beyond a single act of community service; it can grow into a force that changes lives on an even larger scale.

2019 Promega-in-Action awardees donated their volunteer hours to the following organizations and programs:

- Agrace Hospice
- Bethel Horizons
- Dane Net
- Horizon Elementary
- Kandu Industries
- Leopold Community School
- Madison Area Food Pantry Gardens—Lacy Garden
- National Allegiance on Mental Illness (NAMI)
- Our Lady of Perpetual Help Catholic School—Scholastic Book Fair
- Science Olympiad
- Second Harvest Food Bank
- St. Vincent de Paul Food Pantry
- Three Gaits Therapeutic Horsemanship Center
- Wings as Eagles on Pine Ridge Reservation (Oglala Lakota nation) in SD
- World Hope Chicago (WHC) USA—Children in Haiti

For over 22 years, the Promega Madison Employee Giving Campaign has matched dollar-for-dollar employee charitable donations to Community Shares of Wisconsin and United Way of Dane County. Promega Madison was recognized by **United Way of Dane County** as a ‘Community Builder’ helping the non-profit raise more than \$18 million dollars from county-wide employee giving campaigns. Promega was also awarded The Seeds of Change award, which is presented to local businesses that show innovation, growth, and commitment to **Community Shares of Wisconsin**. Over the past 15 years, Promega and our employees have collectively contributed over \$717,000 to this non-profit.



Promega was presented the Seeds of Change Award for showing innovation, growth and commitment to community.

■ Promega leaders are lending their expertise to **Edgewood College** in Madison, Wisconsin, by serving on the school’s Advisory Council on Sustainable Leadership. Edgewood offers the first place-based, face-to-face social innovation and sustainability leadership MA program in the nation. The program teaches leadership that co-creates well-being “in ourselves, our workplaces and in our communities...”

■ Promega sponsors the Advanced Manufacturing Scholarship at **Madison Area Technical College** to support students training in advanced manufacturing technology and processes—skills vital to the future success and innovation of Promega as a biotech manufacturer.

■ The employee-led Community Action Team (CAT) at Promega Biosciences in San Luis Obispo, CA, works to support the growth of their local community in civic vitality, cultural richness, human welfare, environmental sensitivity, educational opportunities and providing for and protecting those in need. In 2019, CAT supported twelve local organizations through fundraisers and employee match requests including **Community Action Partnership of San Luis Obispo County, Jack’s**



Promega India was awarded with Udyog Ratan Award from Members of Parliament for providing economic development and betterment of the country.



The Promega Biosciences Community Action Team raised funds for a local humane society during Oktoberfest.

Helping Hand, and United Way. They also collected over fifty-five donations of blood and organized two road cleanups. Promega Biosciences offers all full-time employees four hours of paid time each month to use toward volunteer activities.

 Promega India was awarded with **Udyog Ratan Award** for outstanding contribution to the economic development and betterment of the country. The award was presented by Members of Parliament at The Constitution Club of India. Promega India has reached many milestones for excellence in corporate social and responsibility activities, in turn bringing new employment opportunities, making the nation healthier and safer through its innovative products and services.

 The Promega team in Korea organized a charity auction and bazaar to benefit their local community. Employees donated goods for the event to be auctioned off and the proceeds were donated to the **Korea Food for the Hungry International (KFHI)**. The donations enriched the lives of two families who needed support during the challenging winter season.

 The **Strongerthanever Challenge** is an initiative to inspire and  motivate (ex)cancer patients to implement sports into their lives as part of the recovery process. Studies have shown that athletic activities during and after treatments help patients stay physically and mentally fit. For the last four years, Promega Benelux has been one of the key sponsors of the Strongerthanever Challenge. Participants completed a sprint triathlon, which included a 750m swim, 20km of cycling and 5km of running.

“Working at Promega means growing and developing with a very innovative company that stands for progress and knows how to combine economic and social aspects. The cultural diversity and scientific inspiration make the company a place where people enjoy working.”

CAROLINE END, Product Manager, Promega Germany



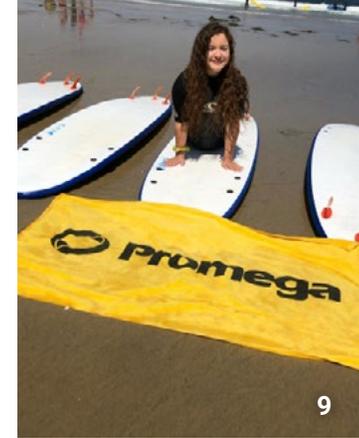
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ADDITIONAL INFO

1. The Molecular Cellular Biology Reporters (MCBR) group built new hiking trails with the Madison, WI, based non-profit, Ice Age Trail Alliance.
2. The Scientific Applications group shelved and sorted donations at St. Vincent de Paul Food Pantry.
3. A Madison, WI, employee taught English to students in Haiti through the World Hope Chicago USA—Children in Haiti organization.
4. The RFC Protein Purification group benefited 2880 families through volunteer work at Second Harvest Food Bank .
5. Madison, WI, employees helped the Department of Natural Resources search for fawns to be tagged, collared, and biopsied for genetic tests.

6. Madison employees developed a new volunteer training program for Badger Prairie Needs Network food pantry.
7. Promega Singapore ran the JP Morgan Corporate Challenge benefiting Movement for the Intellectually Disabled of Singapore.
8. Inspiring young girls to be joyful, healthy and confident by integrating a running curriculum, a Madison employee coached a "Girls on the Run" team.
9. Dedicated to providing tools to empower young women to create meaningful lives through healthy choices, self-awareness, mindfulness, movement, camaraderie and community involvement, a Madison employee served as a Y-Strong Girl Mentor for Copley Price YMCA .



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- 10. Promega France colleagues participated in the 2019 Courir Pour Elles (Run For Them) race to support the fight against women's cancers.
- 11. The Madison-based HR Team raised money for Big Brothers Big Sisters of Dane County by participating in Bowl for Kids' Sake.
- 12. R&D Protein & Nucleic Acid team's work at Second Harvest Food Bank equaled 2,772 meals.
- 13. Cell Manufacturing, MCBR, and Distribution teams packed 279,436 meals for Feed My Starving Children in Madison, WI.
- 14. Promega India participated in 'Splash' to support and encourage artistic ability in children with disabilities.

- 15. Operations Molecular Cellular Biology Reporters (MCBR) team picked up litter for "Adopt A Highway."
- 16. The Promega Madison Marketing team created cardboard couture for the Ready to Wear competition benefiting the Madison Reading Project.
- 17. One employee from Madison chaired the Royal Oaks School Community Organization's annual "Rocket Run" fundraiser.
- 18. Each year at the holidays, the employees at Promega Italia collect donations for Banco Alimentare della Lombardia, a food bank in northern Italy. The entire staff collects monetary donations and provides more than 40 kilos of food for babies and children.