

Promega GRI Index 2026

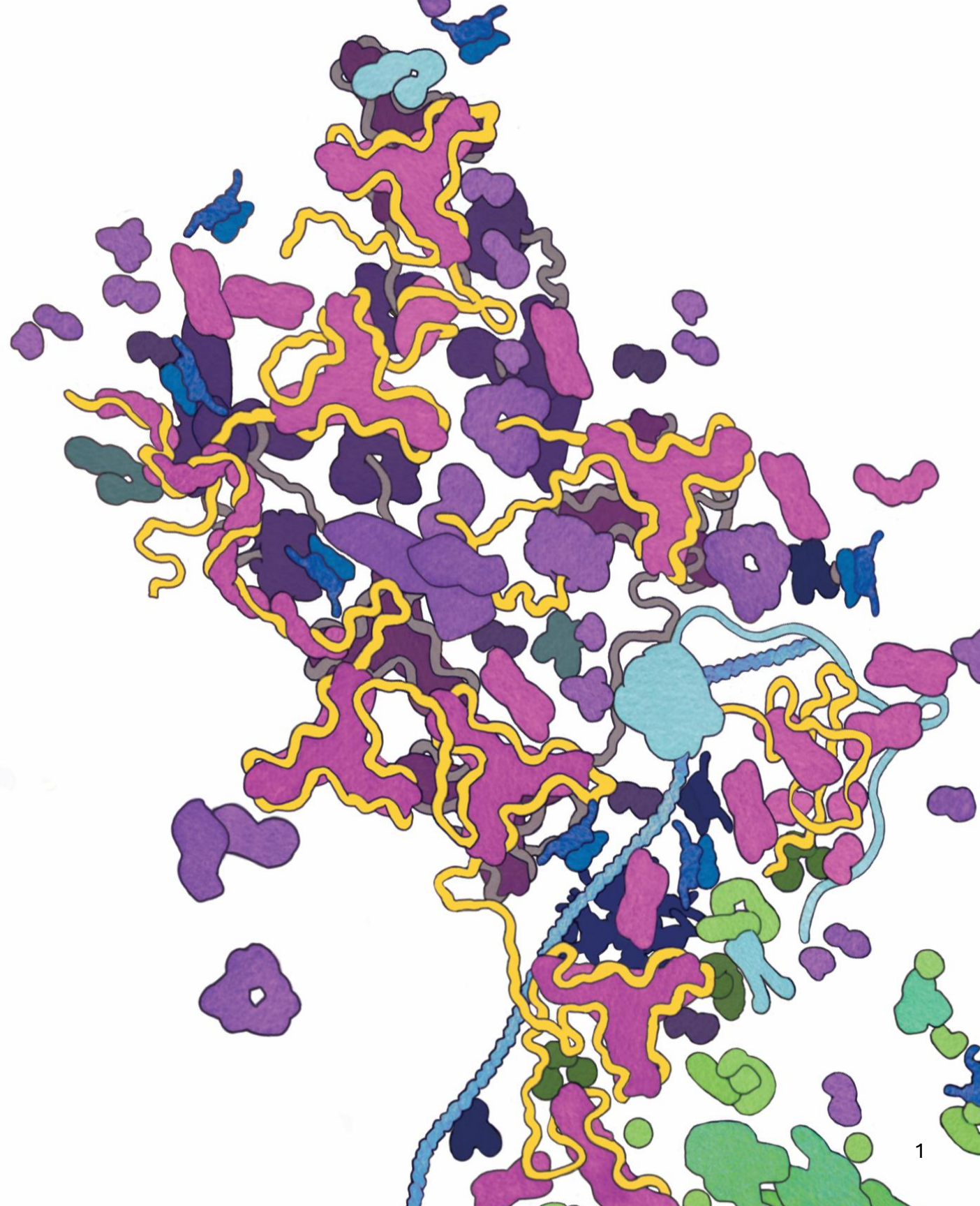


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Disclosure	Disclosure Name	Response / Reference
GRI 2: General Disclosures 2021		
2-1-a	Organizational details	Promega Corporation
2-1-b		Promega is a privately held company.
2-1-c		Promega Corporate Responsibility Report (pg.6)
2-1-d		Promega Corporate Responsibility Report (pg.6)
2-2-a	Entities included in the organization's sustainability reporting	Promega Corporate Responsibility Report (pg.6)
2-2-b		Promega is a privately held company and does not file financial statements publicly. The entities consolidated in Promega's financial statements include all Promega Corporation locations globally, as well as Terso Solutions.
2-2-c		Corporate responsibility reporting includes all Promega Corporation locations and facilities globally, as well as Terso Solutions.
2-3-a	Reporting period, frequency and contact point	Promega reports on its sustainability and responsibility on an annual basis with a formal Corporate Responsibility Report that includes relevant data, initiatives, certifications and policies. The current reporting period is January 1, 2025, to December 31, 2025.
2-3-b		Promega issues its annual Corporate Responsibility Report using financial information from the previous calendar year.
2-3-c		The 2026 Corporate Responsibility Report was issued on July 20 th , 2026.
2-3-d		Please contact sustainability@promega.com with any questions or concerns on the Promega GRI Content Index.
2-4-a	Restatements of information	Promega Corporate Responsibility Report (pg. 48)
2-5	External assurance	External assurance of sustainability information is not currently completed.
2-6-a	Activities, value chain and other business relationships	Promega Corporate Responsibility Report (pg. 6, 15-17)

Disclosure	Disclosure Name	Response / Reference
2-6-b	Activities, value chain and other business relationships	Promega operates global manufacturing sites with a logistics network that includes warehousing, cryogenic shipping and temperature-controlled distribution. Promega manages specialized operations such as fermentation, protein purification, cell manufacturing, oligonucleotide synthesis and more. Raw materials and reagents are sourced from various chemical and biological material suppliers. Distribution is managed by the Global Logistics department and includes customer interfaces such as direct sales, distributor networks and Helix consignment cabinets. Promega's value chain operations are supported by R&D, regulatory compliance and sustainability teams. For more information on Promega's value chain, please refer to the following resources: • Promega Product Catalog • Promega Corporate Responsibility Report (pg. 6) • Promega Channel Partner Code of Conduct
2-6-c		Promega has a variety of business relationships that may affect the success of its operations and its strategic decision-making. However, Promega is a privately held company and does not publicly disclose specific organizations it has a relationship with or further details regarding these relationships.
2-6-d		Promega has not undergone any significant organizational changes since the last reporting period.
2-7	Employees	Promega is a privately held company and does not publicly disclose employee demographic information.
2-8	Workers who are not employees	Promega is a privately held company and does not publicly disclose non-employee worker information.
2-9-a	Governance structure and composition	Promega Corporation is a privately held company governed by a seven-member Board of Directors, which holds ultimate responsibility for oversight of the organization's strategy, risk, and compliance. Six directors are members of management; one seat is held by a minority-investor representative. The Board has two standing committees: an Audit Committee (financial audit, risk, and compliance oversight) and a Compensation Committee (director and officer compensation)
2-9-b		Promega does not maintain a dedicated committee for oversight of its impacts on the economy, environment, and people; this oversight rests with the Board, supported by management and the corporate sustainability function.
2-9-c		The seven-member Board comprises six executive (management) members and one non-executive minority-investor representative. Directors serve in three staggered classes with three-year terms. The Board comprises three women and four men and includes stakeholder representation through the minority-investor seat.

Disclosure	Disclosure Name	Response / Reference
2-10	Nomination and selection of the highest governance body	Promega is a privately held company and does not publicly disclose the nomination and selection process for the highest governance body.
2-11	Chair of the highest governance body	Promega is a privately held company and does not publicly disclose the executive relationship of the chair of the highest governance body.
2-12-a	Role of the highest governance body in overseeing the management of impacts	Promega's Global Sustainability Manager holds day-to-day accountability for sustainability program management. The Sustainability Team, including the Manager, meets with the Sustainability Advisory Committee at least every other month to review progress and make strategic decisions.
2-12-b		Promega conducts formal stakeholder engagement with suppliers, customers, and employees, and engages in community activities. The Sustainability Team leads formal supplier engagement aligned with Promega's SBTi targets and supports all global locations with external stakeholder interactions.
2-12-c		Promega has a formal conflict of interest policy outlined in its Code of Conduct .
2-13-a	Delegation of responsibility for managing impacts	Promega's formal material topics are GHG emissions, water stewardship, waste minimization, supply chain sustainability, SBTi targets, and regulatory compliance. The Sustainability Advisory Committee and Environmental Management System review and prioritize these topics. The Environmental Management System presents progress on material topics at least annually to Board representatives.
2-13-b		Members of the Sustainability Advisory Committee and Board have developed expertise through over 10 years of reviewing sustainability progress. Promega ensures competency for its Environmental Management System for ISO 14001 compliance.
2-14	Role of the highest governance body in sustainability reporting	The Promega Corporate Leadership Team and General Manager review reported information before it is released to the public.
2-15-a	Conflicts of interest	Promega manages conflicts of interest under its Conflicts of Interest Policy and Code of Conduct. Each year, the Policy and a Conflicts of Interest Questionnaire are distributed to the Board for completion and disclosure. The Chairman/CEO reviews conflicts involving officers, and the Board reviews conflicts involving the Chairman/CEO. Employees must disclose any actual, potential, or perceived conflict before engaging in the activity.

Disclosure	Disclosure Name	Response / Reference
2-15-b	Conflicts of interest	As a privately held company, Promega does not publicly disclose individual conflicts of interest; they are identified and managed internally by the Board under its Conflicts of Interest Policy. This process addresses the categories relevant to this disclosure — cross-board membership, cross-shareholding, the existence of a controlling shareholder, and related-party relationships and transactions — with related-party transactions subject to disinterested-director approval under the Bylaws. Conflict-disclosure obligations extend to stakeholders through Promega's Code of Conduct, Supplier Code of Conduct, and Channel Partner Code of Conduct.
2-16-a	Communication of critical concerns	Promega Code of Conduct
2-16-b		There were no significant instances of non-compliance during the current reporting period.
2-17-a	Collective knowledge of the highest governance body	Promega subject matter experts are in regular communication with members of governance bodies to maintain governance body knowledge of Promega operations and specialized subjects.
2-18-a	Evaluation of the performance of the highest governance body	Promega is a privately held company and does not publicly disclose its process for evaluating governance body evaluations.
2-18-b		Promega is a privately held company and does not publicly disclose the nature and frequency of governance body evaluations.
2-18-c		Promega is a privately held company and does not publicly disclose actions taken in response to governance body evaluations.
2-19	Remuneration policies	Promega is a privately held company and does not publicly disclose remuneration policies.
2-20	Process to determine remuneration	Promega is a privately held company and does not publicly disclose remuneration policies.
2-21	Annual total compensation ratio	Promega is a privately held company and does not publicly disclose compensation ratios.
2-22-a	Statement on sustainable development strategy	Promega Corporate Responsibility Report (pg. 3)
2-23	Policy commitments	Promega Code of Conduct , Promega Supplier Code of Conduct , Promega Channel Partner Code of Conduct , Promega Human Rights and Labor Policy
2-24	Embedding policy commitments	Promega Code of Conduct , Promega Supplier Code of Conduct , Promega Channel Partner Code of Conduct

Disclosure	Disclosure Name	Response / Reference
2-25	Processes to remediate negative impacts	Promega Code of Conduct , Promega Supplier Code of Conduct , Promega Channel Partner Code of Conduct
2-26-a	Mechanisms for seeking advice and raising	Promega Code of Conduct , Promega Supplier Code of Conduct , Promega Channel Partner Code of Conduct
2-27-a	Compliance with laws and regulations	Promega Corporate Responsibility Report (pg. 48)
2-27-b		Promega Corporate Responsibility Report (pg. 48)
2-27-c		Promega Corporate Responsibility Report (pg. 48)
2-28-a	Membership associations	Promega participates in a significant role in the following organizations: • BioForward Wisconsin: Wisconsin's biohealth trade and advocacy association; Promega is a member and recurring sponsor of the Wisconsin Biohealth Summit (support beyond routine dues). • ALDA (Analytical, Life Science & Diagnostics Association): life-science industry trade association; Promega is a corporate member. • Wisconsin Technology Council: the state's science and technology policy body; Promega is a member.
2-29-a	Approach to stakeholder engagement	Promega Corporate Responsibility Report (pg. 21-28, 49)
2-30-a	Collective bargaining agreements	Promega does not have any employees covered by collective bargaining.
2-30-b		Promega does not determine working conditions for employees based upon the collective bargaining agreements of other employees internal or external to Promega.

Disclosure	Disclosure Name	Response / Reference
GRI 3: Material Topics 2021		
3-1-a	Process to determine material topics	Promega’s materiality assessment results are reported from a survey given to the Corporate Leadership Team, General Managers, global employees across 16 branches, and clients in the US and Canada spanning various market segments including Academics, Biotechnology, Pharma and Clinical.
3-1-b		Promega Corporate Responsibility Report (pg. 49)
3-2-a	List of material topics	Promega is currently reporting on material topics that its materiality assessment has found to be relevant and for which there is publicly available information, including: • GRI 201: Economic Performance 2016 • GRI 203: Indirect Economic Impacts 2016 • GRI 204: Procurement Practices 2016 • GRI 205: Anti-Corruption 2016 • GRI 301: Materials 2016 • GRI 302: Energy 2016 • GRI 303: Water and Effluents 2018 • GRI 305: Emissions 2016 • GRI 306: Effluents and Waste 2016 • GRI 306: Waste 2020 • GRI 401: Employment 2016 • GRI 404: Training and Education 2016 • GRI 405: Diversity and Equal Opportunity 2016 • GRI 413: Local Communities 2016 • GRI 416: Customer Health and Safety 2016
3-2-b		Promega’s materiality assessment is completed biennially. No changes have occurred since the completion of the current assessment in 2024.
GRI 201: Economic Performance 2016		
201-M (3-3)	Management approach	Promega is a privately held company and does not produce a Form 10-K.
201-1	Direct economic value generated and distributed	Promega is a privately held company and does not publicly disclose its financial statements. However, select financial information is available in the Promega Corporate Responsibility Report (pg. 7)
201-2	Financial implications and other risks and opportunities due to climate change	Promega’s materiality assessment is completed biennially. No changes have occurred since the completion of the current assessment in 2024.

Disclosure	Disclosure Name	Response / Reference
201-2	Financial implications and other risks and opportunities due to climate change	Promega Corporate Responsibility Report (pg. 48)
201-3	Defined benefit plan obligations and other retirement plans	Promega Corporate Responsibility Report (pg. 33)
201-4	Financial assistance received from government	Promega is a privately held company and does not publicly disclose financial assistance received from the government.
GRI 203: Indirect Economic Impacts 2016		
203-M (3-3)	Management approach	Promega Corporate Responsibility Report (pg. 12, 39-46)
203-1	Infrastructure investments and services supported	Promega Corporate Responsibility Report (pg. 9)
203-2	Significant indirect economic impacts	Promega Corporate Responsibility Report (pg. 9)
GRI 204: Procurement Practices 2016		
204-M (3-3)	Management approach	In 2025, Promega set an SBTi validated goal of ensuring that 67% of suppliers by spend in purchased goods (Category 1) and upstream transportation (Category 4) have committed to SBTi or have published SBTi-aligned reduction targets. To make progress towards this goal, Promega adheres to its sustainable procurement policy which encourages waste reduction, resource efficiency, opting for products and services that have the least environmental and social impact, and requires Environmental, Social, and Governance (ESG) education for procurement teams. Promega engages with suppliers collaboratively to support transitions into improved social and environmental factors within procurement.
204-1	Proportion of spending on local suppliers	Promega is a privately held company and does not publicly disclose its proportion of spending on local suppliers.
GRI 205: Anti-Corruption 2016		
205-M (3-3)	Management approach	Promega Code of Conduct

Disclosure	Disclosure Name	Response / Reference
205-1	Operations assessed for risks related to corruption	Promega is a privately held company and does not publicly disclose its assessments of risk for corruption within its operations.
205-2	Communication and training about anti-corruption policies and procedures	Promega Code of Conduct
205-3	Confirmed incidents of corruption and actions taken	Promega is a privately held company and does not publicly disclose confirmed incidents of corruption or any actions taken in response.
GRI 301: Materials 2016		
301-M (3-3)	Management approach	Promega Corporate Responsibility Report (pg. 24-25)
301-1	Materials used by weight or volume	Promega is a privately held company and does not publicly disclose materials used by weight or volume. However, Promega implements sustainable materials into its printed packaging material which is Sustainable Forestry Initiative certified and composed of recyclable paperboard packaging.
301-2	Recycled input materials used	Promega is a privately held company and does not publicly disclose recycled input materials used.
301-3	Reclaimed products and their packaging materials	Promega is a privately held company and does not publicly disclose reclaimed products and their packaging materials.
GRI 302: Energy 2016		
302-M (3-3); 302-1; 302-2	Management approach; Energy consumption within the organization; Energy consumption outside of the organization	Promega Corporate Responsibility Report (pg. 22-23)
302-3	Energy intensity	In the current reporting period, Promega's energy intensity is 150,672 kWh/million dollars of revenue. Further information is provided in the Promega Corporate Responsibility Report. (pg. 7, 50)
302-4	Reduction of energy consumption	Promega Corporate Responsibility Report (pg. 22-23)

Disclosure	Disclosure Name	Response / Reference
302-5	Reductions in energy requirements of products and services	Promega Corporate Responsibility Report (pg. 24-25), Promega Environmentally Preferable Products
GRI 303: Water and Effluents 2018		
303-M (3-3)	Management approach	Promega Corporate Responsibility Report (pg. 27)
303-1	Interactions with water as a shared resource	Promega Corporate Responsibility Report (pg. 27)
303-2	Management of water discharge-related impacts	Promega is a privately held company and does not publicly disclose management policies for water discharge and related impacts.
303-3	Water withdrawal	Promega Corporate Responsibility Report (pg. 51)
303-4	Water discharge	Promega is a privately held company and does not publicly disclose water discharge data.
303-5	Water consumption	Promega is a privately held company and does not publicly disclose water consumption data.
GRI 305: Emissions 2016		
305-M-1 (3-3)	Management approach	Promega Corporate Responsibility Report (pg. 22-26)
305-M-2 (3-3)	Usage of offsets	Promega uses carbon offsets to address emissions where direct reduction is technically or operationally challenging, including approximately 600 metric tons annually through our Helix program to mitigate energy consumption and outbound distribution impacts. For over a decade we have made these voluntary purchases as a complement to—not substitute for—our primary focus on operational efficiency and renewable energy adoption.
305-1	Direct (Scope 1) GHG emissions	Promega Corporate Responsibility Report (pg. 23, 50)
305-2	Energy indirect (Scope 2) GHG emissions	Promega Corporate Responsibility Report (pg. 23, 50)
305-3	Other indirect (Scope 3) GHG emissions	Promega Corporate Responsibility Report (pg. 22, 24-26, 50)

Disclosure	Disclosure Name	Response / Reference
305-4	GHG emissions intensity	Promega Corporate Responsibility Report (pg. 50)
305-5	Reduction of GHG emissions	Promega Corporate Responsibility Report (pg. 22-26)
305-6	Emissions of ozone-depleting substances (ODS)	Promega does not publicly report on emissions of ozone-depleting substances.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Promega Corporate Responsibility Report (pg. 51)
GRI 306: Effluents and Waste 2016		
306-3	Significant spills	Promega's operations did not result in any significant spills in the 2025 reporting period.
GRI 306: Waste 2020		
306-M (3-3); 306-1; 306-2	Management approach; Waste generation and significant waste-related impacts; Management of significant waste-related impacts	Promega Corporate Responsibility Report (pg.28)
306-3	Waste generated	Promega Corporate Responsibility Report (pg. 50)
306-4	Waste diverted from disposal	Promega Corporate Responsibility Report (pg. 28, 50)
306-5	Waste directed to disposal	Promega Corporate Responsibility Report (pg. 50)
GRI 401: Employment 2016		
401-M (3-3)	Management approach	Promega Corporate Responsibility Report (pg. 29-38)
401-1	New employee hires and employee turnover	Promega is a privately held company and does not publicly disclose new employee hires and employee turnover data.

Disclosure	Disclosure Name	Response / Reference
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Under Promega's benefits structure, full-time and part-time employees receive identical benefits, including: • Dental • Vision • FSA (Flexible Spending Account) / Dependent Care FSA • 401(k) retirement savings plan • MetLife Legal Services • Carrot fertility benefits • Spot pet insurance • ID Watchdog identity protection • Health Advocate & EAP (Employee Assistance Program) • Short-term and Long-term Disability (STD/LTD) • Caregiver/Parental leave
401-3	Parental leave	Promega Corporate Responsibility Report (pg. 33)
GRI 404: Training and Education 2016		
404-M (3-3)	Management approach	Promega Corporate Responsibility Report (pg. 41)
404-1	Average hours of training per year per employee	Promega is a privately held company and does not publicly disclose average hours of training per year per employee.
404-2	Programs for upgrading employee skills and transition assistance programs	Promega Corporate Responsibility Report (pg. 41)
404-3	Percentage of employees receiving regular performance and career development reviews	Promega is a privately held company and does not publicly disclose the percentage of employees receiving regular performance and career development reviews.
GRI 405: Diversity and Equal Opportunity 2016		
405-M (3-3)	Management approach	Promega Corporate Responsibility Report (pg. 32)
405-1	Diversity of governance bodies and employees	Promega Corporate Responsibility Report (pg. 50)

Disclosure	Disclosure Name	Response / Reference
405-2	Ratio of basic salary and remuneration of women to men	Promega is a privately held company and does not publicly disclose the ratio of basic salary and remuneration of women to men.
GRI 413: Local Communities 2016		
413-M (3-3)	Management approach	Promega Corporate Responsibility Report (pg. 39-46)
413-1	Operations with local community engagement, impact assessments, and development programs	Promega Corporate Responsibility Report (pg. 39-46)
413-2	Operations with significant actual and potential negative impacts on local communities	Promega is a privately held company and does not publicly report operations with significant actual potential negative impacts on local communities.
GRI 416: Customer Health and Safety 2016		
416-M (3-3)	Management approach	Promega Corporate Responsibility Report (pg. 19), Promega Safety Data Sheet
416-1	Assessment of the health and safety impacts of product and service categories	Promega is a privately held company and does not publicly disclose its process for the assessment of the health and safety impacts of products and service categories.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no significant instances of non-compliance during the current reporting period.

For questions about this GRI Content Index or Promega's sustainability efforts, please contact: sustainability@promega.com

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