

2021

Embracing Change

Corporate Sustainability Report

BIO-RAD

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Introduction



**Message from
our CEO**



2030 Goals



Highlights



Message from our CEO

From Bio-Rad's inception, we have been focused on developing innovative products which help to advance scientific discovery and improve healthcare. Along the way, we have established a reputation for quality and customer care.

The opportunity to positively impact lives drives Bio-Rad. We realize this aspiration comes with responsibilities to those we serve, our employees, and the communities in which we work.



As we proceed upon our chosen path, we must also be attuned to potential environmental impacts to the world we live in and, most importantly, to be a responsible contributor to minimizing those impacts.

Bio-Rad conducted an assessment in 2021 to identify the highest priority topics for sustainability and to set targets for improvement. This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards: Core Option and has been designed to address the highest priority topics related to Bio-Rad’s corporate sustainability.

Our top five sustainability focus areas are carbon footprint, operational energy, diversity & inclusion, sustainable packaging, and ethics & anticorruption, which comprise the key elements to our 2030 sustainability strategy.

This strategy includes six long-term goals, including reducing carbon emissions by 46%;

the purchase of 100% renewable electricity; increasing women in U.S. leadership roles to 45%; ensuring that underrepresented employees make up 60% of our US workforce; reducing the use of non-recyclable packaging materials by 25%; and achieving recognition as one of the most ethical companies in the world.

This is not new for us. As a science-based company, we have grown up with respect for our environment, our communities, and the individuals we work shoulder-to-shoulder with every day. We have a strong record of achievement and contribution to the world we live in, but we can always do more. I trust all of you share our vision for a sustainable future.

Norman Schwartz
President & CEO

Our top five sustainability focus areas:



Carbon footprint



Operational energy



Sustainable packaging




Ethics & anti-corruption




Diversity & inclusion




2030 Goals



Reduce Scope 1 & 2 carbon emissions by **46%**
BASELINE: 2019



Purchase renewable electricity for **100%** of U.S. facilities



Reduce use of non-recyclable packaging materials by **25%**
BASELINE: 2022



Ensure that underrepresented employees¹ make up at least **60%** of our U.S. workforce



Increase women in U.S. leadership² roles to at least **45%**



Achieve external recognition as one of the **most ethical** companies in the world³

¹ U.S. operations only. Underrepresented categories include Blacks, Hispanics, Asians, Two or More Races, and Other

² Leadership roles are defined as Mid-Level Managers and above

³ By a leading third-party corporate ethical standards rating agency



Highlights



28
college
scholarships

awarded to Northern
California students

2021



122,000
cubic feet diverted
from landfills

by reducing the use of foam
inserts and polystyrene packing
peanuts in a single product line

2021



848,400

kWh generated

from our on-site solar arrays at
our corporate Headquarters in
Hercules, CA

2021



100%

of employees

completed ethics and
compliance training

2021



1:1

salary ratio

of women to men in
comparable roles

2021



8.5%

improvement in global
employee injury rates⁴

2019-2021

⁴ Injuries resulting in days away from work
or restricted/transferred duties

About Bio-Rad



**Company
Description**



**Supply
Chain**



Company Description

Bio-Rad Laboratories, Inc., is a global manufacturer and worldwide distributor of life science research and clinical diagnostic products. With a focus on quality and customer service since 1952, our products advance the discovery process and improve healthcare.

What began as an idea to support scientific discovery by providing custom methods of separation, purification, and analysis has evolved into much more. Over the past six decades, the entrepreneurialism and inspiration of founders David and Alice Schwartz have paved the way for Bio-Rad to grow and thrive. We expanded our reach to serve the scientific and healthcare communities, providing an innovative and expansive line of products and services.

OUR MISSION

To provide useful, high-quality products and services that advance scientific discovery and improve healthcare.

Today, Bio-Rad is world-renowned for its commitment to quality and customer service among university and research institutions, hospitals, public health, and commercial laboratories, as well as the biotechnology, pharmaceutical, and food safety industries. Through new research and therapies, better treatments, and earlier diagnoses, Bio-Rad's products help people manage their health and enable them to live longer and more fulfilling lives. Our products also help life science researchers accelerate the discovery of new ways to combat disease.

Who We Are

At Bio-Rad, we are committed to providing products and services that our customers want and need. As we continue to grow the company globally, our Guiding Principles and Core Values will lead the way. With this commitment comes responsibilities to those we serve, the environment, our employees, and partners, as well as the communities in which we live and work. Not only do we strive to have the highest standards of business ethics and integrity, but we endeavor to minimize our impact on the environment and make a difference in the global communities we serve in significant ways.



Bio-Rad is dedicated to being a responsible and sustainable enterprise and to creating long-term value for all those we serve.

Our Guiding Principles

Bio-Rad’s Guiding Principles form the foundation of what the company has become and what it aspires to be. These Guiding Principles reflect who we are as an organization, and what inspires us to do what we do.

- » **Serve Humanity** – Deliver useful products that advance scientific discovery and improve healthcare.
- » **Growth** – Grow the company at a rate that exceeds the growth rate of our markets.
- » **Innovation** – Apply innovative ideas and technology to accelerate the discovery process.
- » **Stability** – Provide a stable work environment where employees are inspired to create and carry out their ideas.
- » **Long-term Approach** – Evaluate opportunities and operate our company with a view of success measured in years, not quarters.
- » **Independence** – Remain an independent entity so we can guide our destiny.
- » **Opportunity** – Be flexible and responsive to dynamic markets, changing customer needs, and business opportunities.

Our Core Values

Our success has been guided by enduring values that reflect the way we work and who we are as an organization. They represent our commitment to those we serve and to each other.



Innovation



Involvement



Independence



Integrity

“No matter what position you have at Bio-Rad, each of us plays a vital role in upholding Bio-Rad’s long-standing reputation for integrity and quality.”

– Norman Schwartz, President & CEO

What We Do

Bio-Rad manufactures and supplies life science research, healthcare, analytical chemistry, and other markets with a broad range of products and systems used to separate complex chemical and biological materials and to identify, analyze, and purify their components.

Bio-Rad operates worldwide in two industry segments designated as Life Science and Clinical Diagnostics. Our customers encompass several sub-segments: life science research, biopharma, hospitals, clinical labs, transfusion labs, and more. Our products address markets where we have carved out a niche and continue to build and sustain.



Broad, diversified product base of

12,000+
products across a variety
of technology areas

SALES DISTRIBUTION⁵

42%
Americas

33%
EMEA⁶

25%
Asia

150,000+
customers served today

⁵ Sales percentages are of total sales for 2021

⁶ Europe, Middle East and Africa

Life Science Segment

Our Life Science segment is at the forefront of discovery, creating advanced tools to answer complex biological questions.

Bio-Rad develops, manufactures, and markets approximately 9,000 reagents, apparatus, and instruments that serve a global customer base.

Many of our products are used in established research techniques, biopharmaceutical production processes, and food testing regimes. These techniques are typically used to separate, purify, and identify biological materials such as nucleic acids, proteins, and cells within a laboratory or production setting. We are focused on the translational research market segment where our products help accelerate the timelines from discovery in the lab to the clinic, ultimately benefiting the patient.

We focus on selected segments of the life sciences market in proteomics, genomics, biopharmaceutical production, cellular biology, and food safety. The worldwide market for products in these selected segments is estimated to be approximately \$19 billion.

RESEARCH

- » Academic & industrial
- » Amplification & gene expression
- » Bio-chromatography
- » Protein quantification
- » Cell biology
- » Antibodies

BIOPHARMA

- » Discovery
- » Pre-clinical research
- » Development
- » Clinical research
- » Manufacturing & quality control

APPLIED MARKETS

- » Food safety & quality testing
- » Water quality testing
- » Wine quality testing
- » Life science education supplies & curriculum



Clinical Diagnostics Segment

Our Clinical Diagnostics segment designs, manufactures, sells, and supports test systems, test kits, and specialized quality controls that serve clinical laboratories in the global diagnostics market. Our products currently address important niches within the in vitro diagnostics (IVD) test market.

We supply more than 3,000 different products that cover over 300 clinical diagnostic tests to the IVD test market. Global sales for products in the markets we serve is approximately \$16 billion.⁷

Our products consist of reagents, instruments, and software, typically provided to our customers as an integrated package to generate reproducible test results.

⁷ Source: Bio-Rad 10-K

DIAGNOSTIC TESTING & MONITORING

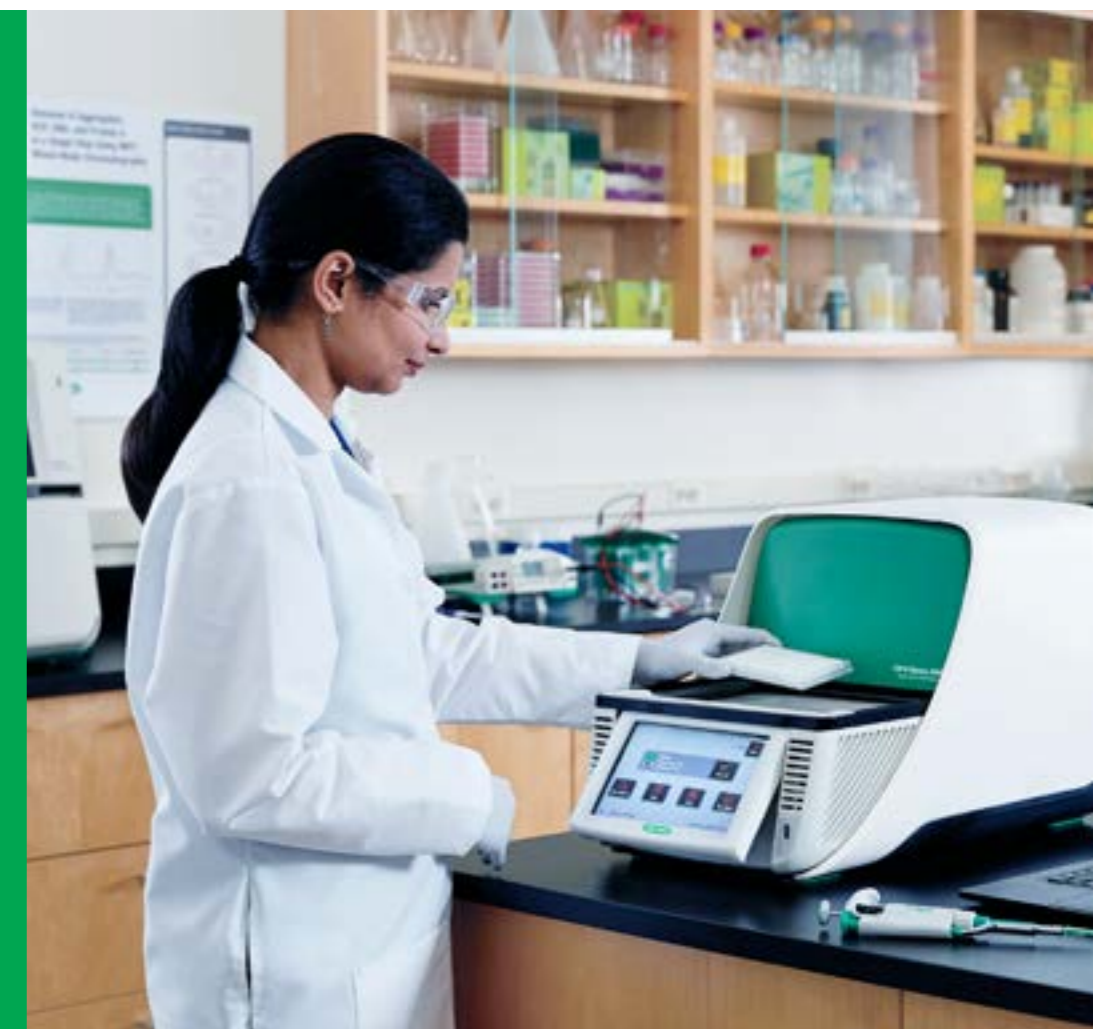
- » Diabetes
- » Infectious disease
- » Autoimmune
- » Transfusion compatibility

QUALITY ASSURANCE

- » Quality controls
- » Quality assessments
- » Data management

PROTECTING THE BLOOD SUPPLY

- » Blood typing
- » Blood virus screening
- » HIV confirmation testing



Focus on Quality

It is said that science is the expression of what can be shown to work reliably and repeatedly. This sense of reassurance is exactly what Bio-Rad builds into every one of our products, leaving researchers and healthcare professionals to focus on their work knowing that their systems are working properly.

As we have grown and evolved, Bio-Rad has never lost sight of the principles that brought us success.

OUR PRINCIPLES

- » Providing useful, high-quality products that advance scientific discovery and improve healthcare.
- » Developing close relationships with customers and offering support wherever they are, across the globe.
- » Continuously innovating to develop better products.
- » Investing in our employees.
- » Operating our business efficiently.
- » Evolving organically and integrating complementary businesses that add to our strengths and better serve our customers.



Our Reach

Who We Serve



**University
& Research
Institutions**



Hospitals




**Public Health
& Commercial
Laboratories**



**Biotechnology &
Pharmaceutical
Industries**



**Applied
Laboratories**
including food safety and
environmental quality



Educators
inspiring the next
generation of scientists
and researchers

Our Locations

Headquartered in Hercules, California, Bio-Rad has offices and employees throughout the world.

7,900
employees

140+
locations

35
countries



See [Appendix C](#) for full employee demographics



Supply Chain

Bio-Rad's global supply chain includes external suppliers, internal manufacturing sites, distribution sites, and customers, all of whom are critical to our business. Suppliers and resale partners provide key direct and indirect materials along with services, allowing our manufacturing sites to produce products that meet the highest quality and customer expectations. We source components, software, equipment, and services from suppliers located across the Americas, Asia, Europe, and Africa. Materials range from simple off-the-shelf packaging material to highly sophisticated reagents and electronic components.



Across our operations, Bio-Rad is diligent in working with suppliers who embrace our core values to ensure our commitment to sustainability is fully supported.

Our leaders value the implementation of best-in-class practices and continuous improvement initiatives that make our operations leaner and more sustainable with end users and customers in mind. From 2019 to 2021, we analyzed our overall supply base and their locations to strategically align with our needs and requirements.

GLOBAL PROCUREMENT CATEGORIES

- » Electromechanical & electronics
- » Consumables and packaging
- » Biologics and chemicals
- » Original equipment manufacturer/resale
- » Packaging, print & labels
- » Indirect materials and services



GLOBAL PROCUREMENT

4,500
direct suppliers in
more than 20 countries

\$365M
USD estimated
average annual
direct supplier
purchases
globally

Approximately
50%
goes towards
purchasing raw
materials used
to produce our
products

Responsible Sourcing

Bio-Rad adheres to a data-based and systemic approach for selecting the right suppliers. We exercise due diligence to verify that supply of high-quality materials and services is consistent with our standards.

By partnering with our suppliers, we create opportunities to efficiently use materials and implement solutions that positively impact our products and customers.

Selected suppliers must also uphold the same levels of integrity and responsibility that we do ourselves. Any worker within our supply chain deserves fair and respectful treatment, and we do not tolerate involuntary or coerced labor. There are several key programs that help us ensure responsible supply chain operations.



Supplier Code of Conduct

Bio-Rad suppliers and their subsidiaries, subcontractors, and manufacturers' representatives are required to comply with our [Supplier Code of Conduct](#), as well as all applicable laws and regulations. The Code outlines our fundamental expectations for suppliers' business conduct with respect to workplace, labor, and human rights, health and safety, environmental protection, and compliance with laws.

Conflict Minerals

Suppliers are expected to comply with our [Conflict Minerals Policy](#). The policy covers tin, tantalum, tungsten, and gold (3TGs) and related derivatives originating from the Democratic Republic of Congo region.

Monitoring & Risk Assessment

Bio-Rad tactically reassesses suppliers' risks on an annual basis to identify emerging issues and address any risks in a timely manner. We use a Supplier Quality Agreement to ensure we reserve the right to audit and investigate certain suppliers and their supply chains' compliance.

Our team of customs compliance professionals also support our supply chain operations by ensuring that Bio-Rad remains compliant with import and export rules and regulations governing international trade.

MANUFACTURING FACILITIES



100%
participate in third-party audit programs
for product quality

TIER I SUPPLIER FACILITIES



85%
participate in third-party audit programs
for manufacturing and product quality

Environment



Energy &
Emissions



Packaging

Our products advance scientific discovery and improve healthcare, but we cannot continue that progress without also addressing the need to care for our planet.

Bio-Rad is a complex global enterprise that produces thousands of different products for multitudes of customers globally. Our business operations leave an impact on the environment, from the transportation of goods to the use of water in the manufacturing of products, the need for energy to run operations, and the materials used for packaging.

Public awareness of environmental issues is increasing. Climate-related events are occurring more often, including in Bio-Rad's communities. Governments are passing regulations to prevent environmental damage and to increase the transparency of business practices related

to environmental compliance and risk management.

People are at the core of our work, and to ensure the long-term health and stability of all communities we touch worldwide, we are embracing our responsibility to preserve and protect the environment.

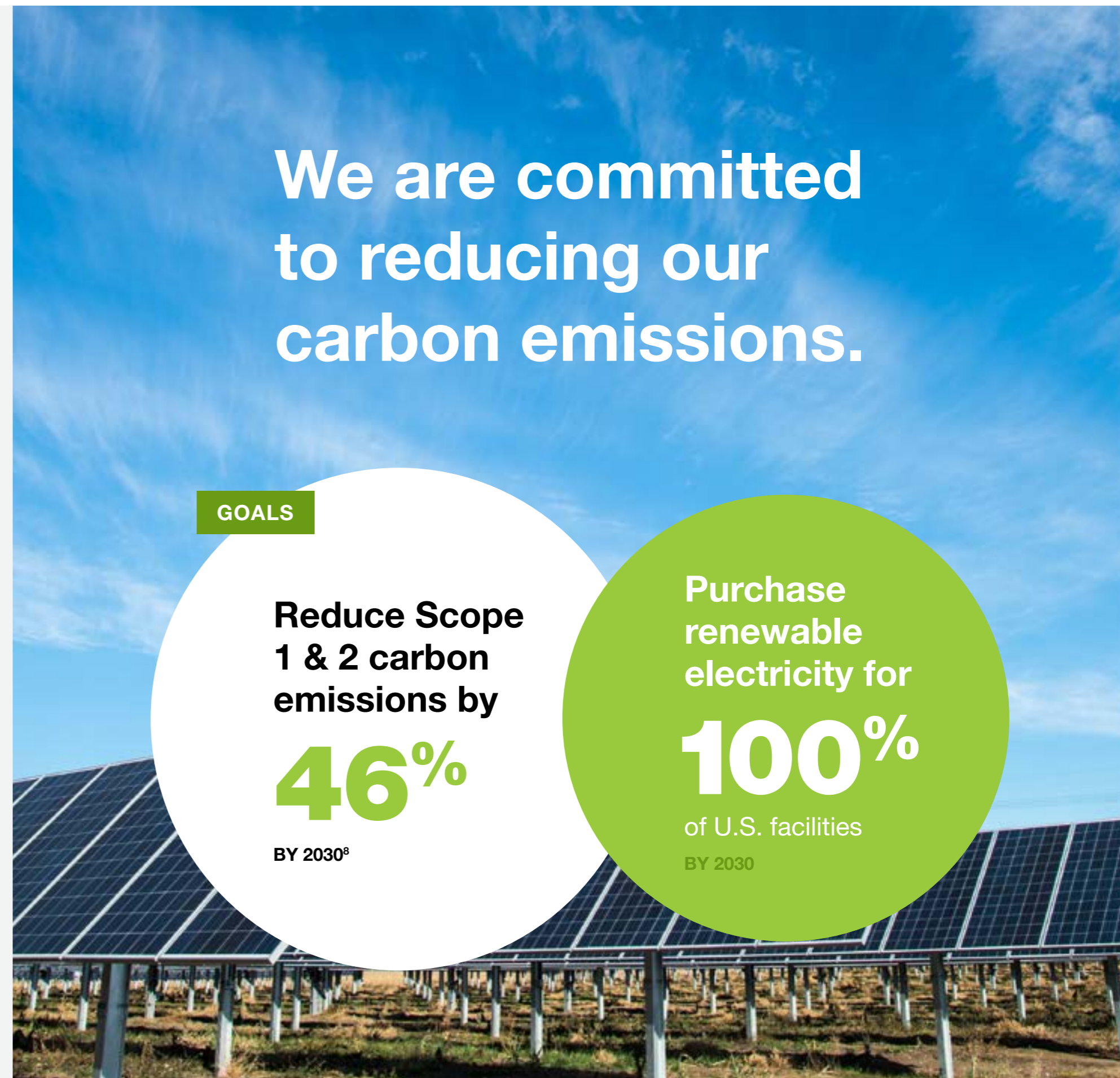
We recognize the importance of measuring our environmental impact to manage and improve processes that would otherwise contribute to climate change and the depletion of natural resources. The following section describes our current activities, near-future plans, and challenges we face as we strive to reduce our environmental impacts.

Our customers are setting their own environmental goals – and asking that their suppliers do the same – to reduce emissions, keep waste out of landfills, and curb energy consumption.



Energy & Emissions

We join the scientific community in recognizing the significant risk that climate change poses to the health and wellbeing of communities around the world. Like others, we recognize the evidence linking the burning fossil fuels for our energy needs to negative human health outcomes such as respiratory disease, and cardiovascular issues. As part of our mission to advance scientific discovery and improve lives, we are committed to the goal of reducing Bio-Rad’s carbon emissions in alignment with the Paris Agreement and the United Nation’s recommendation to limit global warming to 1.5°C.



We are committed to reducing our carbon emissions.

GOALS

Reduce Scope 1 & 2 carbon emissions by
46%
 BY 2030⁷

Purchase renewable electricity for
100%
 of U.S. facilities
 BY 2030

⁷ Absolute Scope 1 and 2 CO₂e emissions over a 2019 baseline for global operations.

In 2021, Bio-Rad completed an initial greenhouse gas (GHG) inventory to establish our global emissions baseline and identify opportunities for reductions. We selected 2019 as the baseline year as it was the most recent year where results were not affected by the COVID-19 pandemic. We are documenting our carbon emissions from owned and controlled spaces (Scope 1), our purchased energy needs (Scope 2), and those from the manufacturing and use of our products outside of our owned sources (Scope 3).

Our strategy is being created with both environmental and economic sustainability in mind. By 2030, our goal is to have significantly reduced our carbon footprint while improving our bottom line through lower energy bills, proactive energy management, improved investor/customer relationships, and more efficient operations. We aim to meet our reduction target through a three-pillar emissions reduction approach:



Improve vehicle fleet efficiency

by transitioning to electric and hybrid vehicles where feasible.



Reduce energy consumption

through facility improvements and efficient use of space.

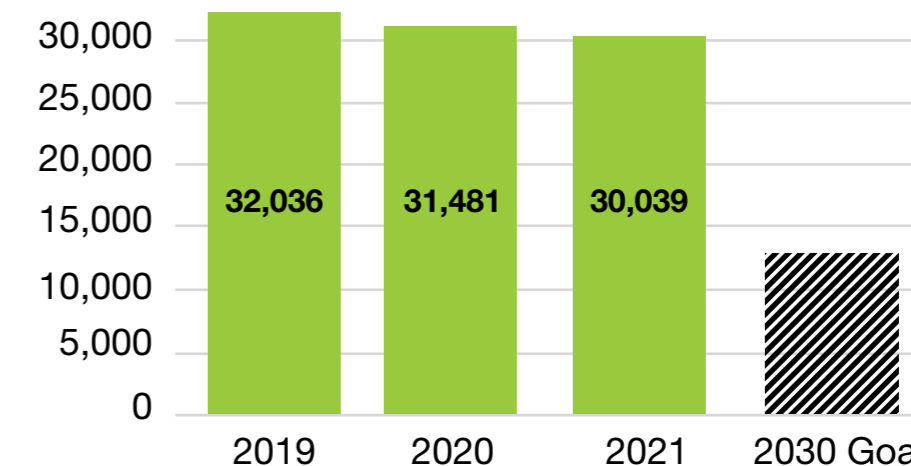


Increase renewable energy use
from on-site and off-site resources.

⁹ Reported Scope 1 and 2 emissions include all Bio-Rad (and affiliate) leased and owned sites, except for third-party logistics facilities where Bio-Rad does not have operational or maintenance control. Within this boundary, data reported for energy and related emissions comes from direct utility sources. Where direct data was unavailable (e.g., shared tenant spaces) industry standards were applied as estimates to extrapolate energy data and calculate impact. Some segment totals have been rounded to the nearest whole number.



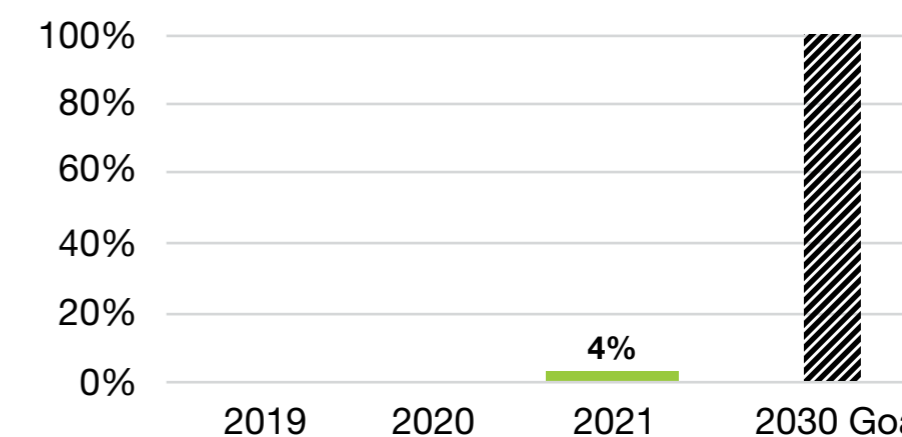
GLOBAL LOCATION BASED SCOPE 1 & 2 EMISSIONS⁹ MT CO₂e*



*CO₂e = carbon dioxide equivalent



RENEWABLE ELECTRICITY⁹ USA

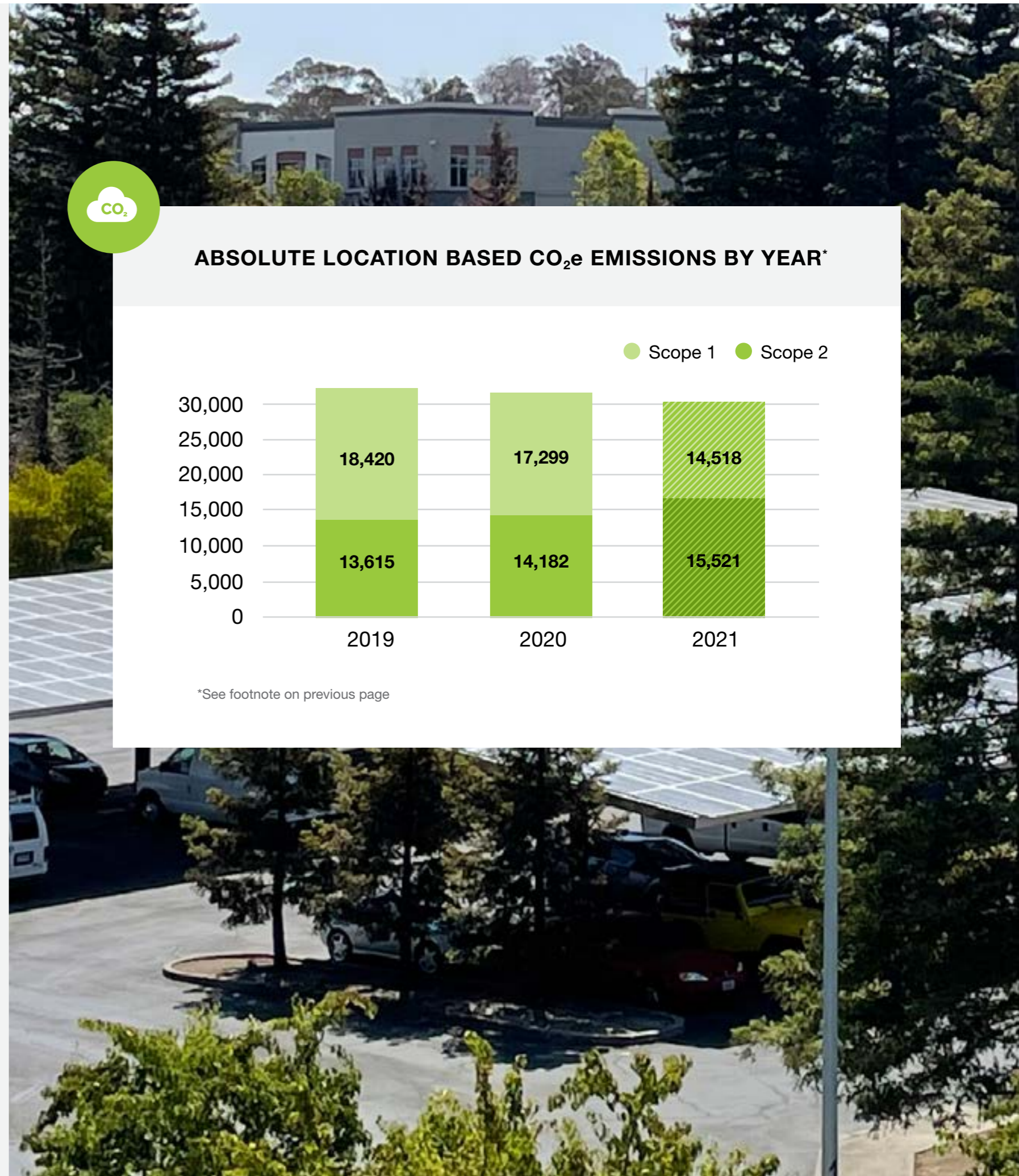


Emissions We Control

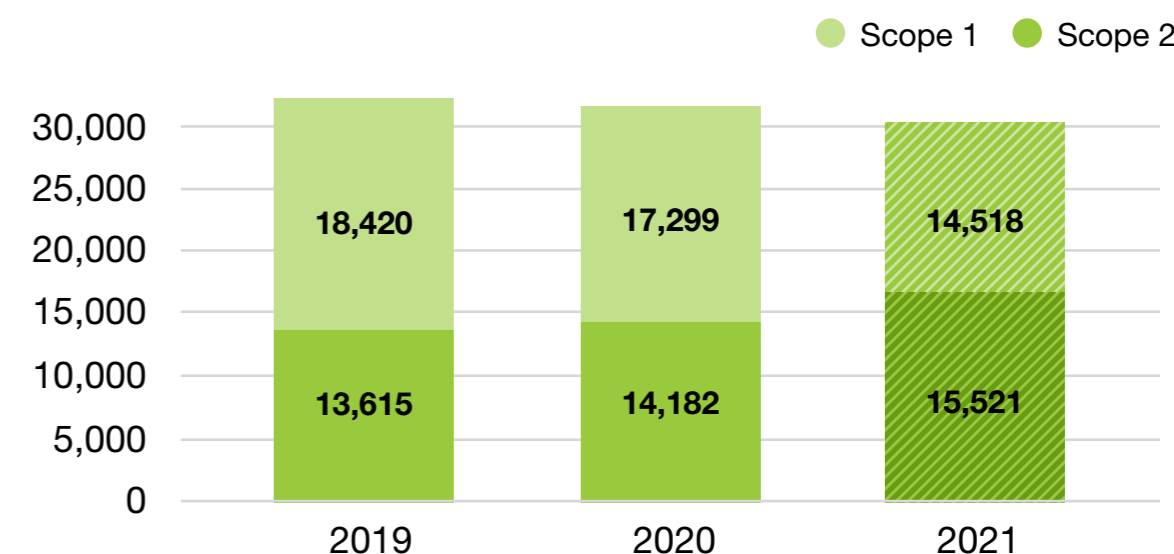
Scope 1 emissions come primarily from vehicle and generator fuels, recharging refrigerants in cooling equipment, and heating our facilities. Scope 2 emissions result from electricity used to power Bio-Rad’s facilities. As expected, our absolute Scope 1 and 2 emissions decreased slightly from 2019 to 2020. This decrease is largely attributed to reduced company vehicle emissions resulting from pandemic-related travel limitations. In 2021, our Scope 1 and 2 emissions decreased further. This decrease is largely attributed to the reduction of fuels with high emissions intensities, such as gasoline.

Facility Energy & Emissions

The majority of our Scope 1 and Scope 2 emissions come from the energy used to heat, cool, and operate our buildings. Therefore, we are currently focusing on improving the efficiency of our global building portfolio by upgrading our heating, ventilation, and air conditioning (HVAC) systems and chillers, improving operational procedures, increasing the efficiency of space allocation, LED lighting retrofits, and by replacing climate-warming refrigerant gases with climate-friendly alternatives where feasible.



ABSOLUTE LOCATION BASED CO₂e EMISSIONS BY YEAR*



*See footnote on previous page

Going Solar

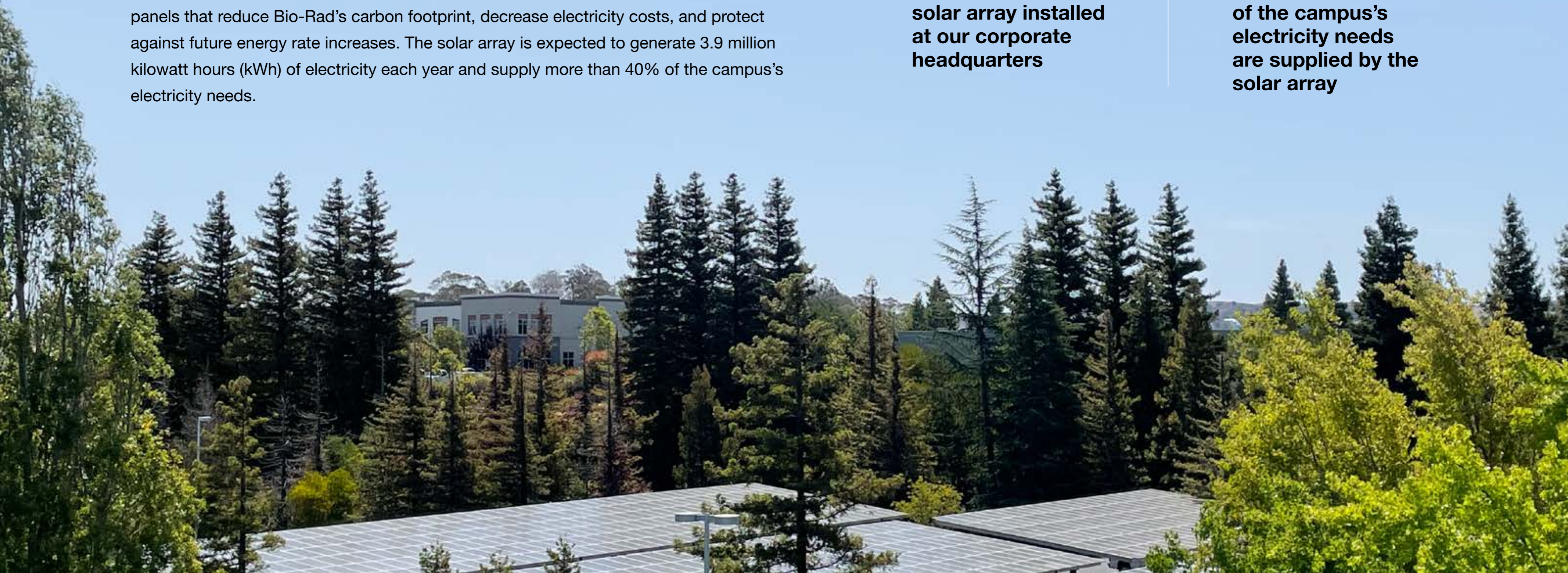
In 2021, Bio-Rad installed a 4 MW solar array at our headquarters campus in Hercules, California. The system consists of roof-mounted, carport, and ground-mounted solar panels that reduce Bio-Rad’s carbon footprint, decrease electricity costs, and protect against future energy rate increases. The solar array is expected to generate 3.9 million kilowatt hours (kWh) of electricity each year and supply more than 40% of the campus’s electricity needs.



4MW
solar array installed
at our corporate
headquarters



40%
of the campus’s
electricity needs
are supplied by the
solar array



Vehicle Fuels

Bio-Rad operates over 1,300 vehicles in numerous countries around the world. Much of this fleet is utilized by our sales team to engage with customers and deliver products. The consumption of fuel contributes to 23% of Bio-Rad's Scope 1 & 2 emissions.

In 2021, Bio-Rad began a vehicle emissions reduction program in the Americas region by transitioning a portion of the fleet to hybrid mini vans. We also launched a strategy to provide the EMEA sales team the ability to lease electric vehicles, which produce up to 80% fewer carbon emissions than a comparable internal combustion engine vehicle.

To transition to an electric fleet, we will need to overcome challenges with vehicle range anxiety, supply chain issues in the automotive industry, and lack of sufficient charging infrastructure. There are significant differences in the policies, pricing, regulations, and incentives in each country where we operate our fleet, so we are adopting a regional approach to vehicle operations. For example, air quality regulations in many European countries may provide an additional incentive for us to transition to cleaner, all-electric or hybrid vehicles.



5,000
lbs. of CO₂e

reduced for each vehicle annually that we replace with a hybrid equivalent¹⁰



7,700
lbs. of CO₂e

reduced for each vehicle annually that we replace with an electric equivalent¹¹

¹⁰ On Average. Source: US department of Energy, Alternative Fuels Data Center.

¹¹ Source: US department of Energy, Alternative Fuels Data Center. Gasoline calculated at 11,400 lbs. annually.

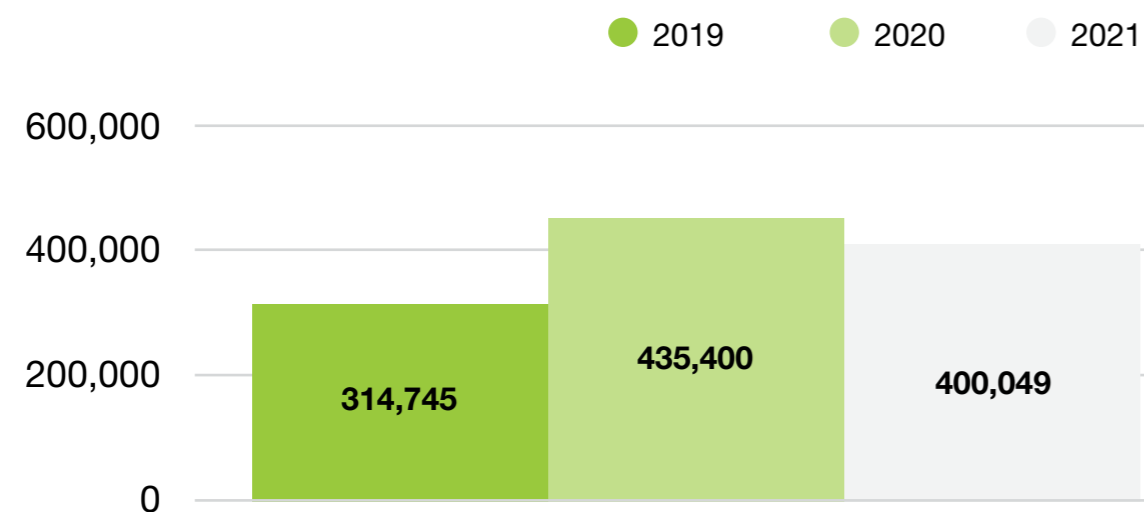


Emissions We Influence

Emissions from our value chain (Scope 3) are those that occur indirectly, either upstream in our supply chain or downstream from the use and disposal of our products. The majority (93%) of our emissions are indirect, which is typical and expected for a manufacturing-based business.



**SCOPE 3:
ABSOLUTE EMISSIONS BY YEAR¹² MT CO₂e**



¹² Due to limitations in data availability Scope 3 calculations do not include downstream transportation or employee commutes.

Outbound Transportation

A large portion of Bio-Rad’s Scope 3 emissions come from the distribution path of products between facilities to our customers. These emissions, which are upstream from our operations where we have authority to make changes, primarily come from air transportation. While Bio-Rad does not have direct control over transportation providers, we see two opportunities to reduce the shipping footprint of our products:



Shift to different modes of transportation

Air transportation is 30-40 times more carbon intensive per mile than other forms of transport, such as rail or ocean freight. Currently more than 75% of our materials and finished goods, by weight, are shipped by air. Since 2018, we have switched to ocean freight for over 600 tons of reagents and other long shelf-life products.



Consolidate shipments across time & geography

Coordinating, consolidating, and optimizing shipments maximizes both space and cost savings. In 2021, we initiated a study to evaluate the best ways to optimize our distribution network, with a priority focus on international shipping. This will help us identify more efficient network modifications, find shorter shipping distances, and realize consolidation opportunities.

Employee Business Travel

As we continue to navigate our business through the COVID-19 pandemic, we will continue to explore opportunities to conduct certain business activities via low-carbon alternatives, reducing our reliance on travel for face-to-face interactions.



6,000
MT of CO₂e

estimated to have been reduced in 2021 due to pandemic-related travel restrictions

Challenges

Operating our business while reducing emissions is a challenge. The complexity of operating a company with multiple entities and business units, worldwide locations, and thousands of vendors makes it difficult to collect and analyze comprehensive emissions data across multiple locations and systems.

Given the vast differences across our portfolio of properties, we will tackle reductions in building energy consumption on a case-by-case basis. We realize some properties will require extensive upgrades to operate, maintain, and manage effectively. We need to better understand site characteristics to determine if there are opportunities for additional renewable energy projects across our locations, as green energy projects may not be feasible in all environments.



Looking Forward

This year, we will create a detailed emission reduction strategy and roadmap to maximize our opportunity of meeting our 2030 goal, incorporating all aspects of our three-pillar strategy: improvements in vehicle fleet, energy efficiency in buildings, and renewable energy installations. Another top priority is developing and streamlining systems to better collect, aggregate, organize, and evaluate the data for reduction opportunities.

Outbound Transportation & Vehicle Fleet

In 2022, Bio-Rad plans to launch a modernized Transportation Management system to provide a holistic tool and process for efficiently managing the distribution of our products. We will also work to consolidate and reduce the number of transportation service providers we use world-wide and negotiate new contracts where reducing the carbon footprint of our distribution system will be part of the performance criteria. Finally, we plan to double our fleet of hybrid vehicles from 60 to 120 in 2022.



Much-loved EV charging station at Bio-Rad's Hercules campus



Bio-Rad's Headquarters Campus in Hercules, California

Building Energy Consumption

We will seek further reductions in building energy consumption through increased efficiency. Planned facility upgrades include lighting retrofits, HVAC system upgrades, efficient equipment installation, improved operational procedures, and increased space efficiency. Our regular energy audits mandated by the European Union will also alert us to additional regional opportunities for improved efficiency.

Renewable Energy

With the success of our solar array in California, Bio-Rad plans to construct a solar installation at our Cressier, Switzerland manufacturing site in 2022. The project is expected to produce 12% (~400,000 kWh) of the facility's annual electricity consumption. We will also evaluate our other facilities around the world to determine whether onsite renewable sources are feasible. Where space, infrastructure, and solar or wind resources are not available to support renewable energy systems, we will develop a strategy for targeting offsite options to support green energy.

Additionally, we plan to use fuel cell technology, which converts natural gas into electricity through an electrochemical process without combustion. This process reduces carbon emissions when compared to conventional gas-fired power generation and eliminates other forms of air pollution entirely.



Packaging

Bio-Rad’s packaging is often responsible for our company’s first impression. Materials, especially plastic, are top of mind for communities, employees, and governments, as the lasting effects of non-recyclable materials are clearly seen in the environment. Improving our packaging standards is just one small piece of our environmental commitment.

We have understood the importance of reducing the environmental impact of our packaging directly from our customers. To improve how our products are delivered around the world, we aim to address issues around excessive packaging, oversized containers, and materials that are difficult to recycle or dispose of. Our customers seek to curb their waste streams without sacrificing safety and quality; we want to help them by pursuing eco-friendly options where feasible.

GOALS

25%
reduction
in use of non recyclable¹³
packaging materials
BASELINE 2022

50%
increase
in the percentage of
recycled material in
our secondary and
tertiary packaging
BY 2030

**All new
products
introduced**
with recyclable material
packaging, where
possible
BASELINE: 2022



¹³ “Non-recyclable” is defined as any plastics, polystyrenes (foams), or materials other than paper or cardboard

While most packaging is ultimately waste, it does serve the critical function of housing and protecting our products. Product quality is of the utmost importance and must be maintained in both transit and storage. Our customers utilize packaging for identification, organization, and protection in a variety of storage conditions; be it on shelves, in refrigerators, or in freezers. As we pursue alternatives, we are mindful of storage space limitations and take care to minimize our packaging footprint while ensuring appropriate protection.

As we drive towards sustainable improvements, we keep these key purposes in mind so that one customer need is not sacrificed for another. We must balance all the needs filled by packaging including projects, accounting for regulatory compliance, disposability, and efficient design to keep goods secure.

By taking steps to reduce our environmental impact, we are doing our part to ensure our planet is taken care of and will sustain generations to come.

Global Labeling & Packaging Strategy

In 2021, we completed a global comprehensive Voice of Customer market research study to identify what matters most to our customers and how we can set priorities to match our customers' packaging needs. We received valuable information about customer preferences that highlighted the importance of shipping box recyclability. A direct result of this data has been the establishment of our Global Labeling and Packaging program, helping to manage labeling and packaging improvements.

OUR STRATEGY PILLARS

- » **Reduce material use** by packing and shipping more efficiently.
- » **Eliminate undesirable & non-recyclable materials** wherever feasible, specifically targeting improvements to secondary and tertiary packaging such as boxes/cartons, void fillers, tapes, inserts, partitions, and dividers.
- » **Integrate sustainability considerations** in packaging during new product development.

Program Accomplishments

Initiated in 2022, the Global Labeling and Packaging program currently manages 11 active green packaging projects and has identified nine additional projects that will be initiated over the next two years, helping us achieve our long-term sustainable packaging targets.

Packaging Consolidation & Automation

Cartonization to reduce the number of boxes sent to customers will drastically reduce our use of plastic packaging for targeted product areas. The first products are expected to transition in 2022, with the full rollout to take place over the next three years.



38

carton configurations

reduced to just 3 chipboard carton sizes



250,000

lbs. of plastics

anticipated to be removed from the waste stream each year as a result

Polystyrene Reduction

While an excellent insulator, expanded polystyrene is a notably negative material for the environment that can take 500+ years to break down in a landfill, and can break into small microplastic beads that pollute and harm marine and terrestrial environments. Because of its limited recyclability, many institutions and countries have begun to ban the use of this material.

Shipping cooler evaluation

As we transition to alternative packaging products that are more environmentally friendly than polystyrene, we are evaluating our options for shipping temperature-sensitive products. With a goal of reducing the use of extruded polystyrene (EPS) foam coolers in favor of eco-friendly alternatives, an implementation plan is set for the next few years.

Kraft Alternatives

Kraft paper and brown kraft corrugate are both easily recyclable and made from recyclable materials, and molded pulp inserts are made up natural fibrous materials. By moving away from polystyrene, we can offer customers packaging that directly addresses their desires while also yielding internal cost savings. Due to the success of the pilot projects, these changes are now being implemented across other product lines globally.



Eliminating packing peanuts

By eliminating polystyrene packing peanuts in favor of 100% recyclable kraft paper made from recycled materials, we prevent approximately

72,800
cubic feet

from going to landfills each year



Switching to kraft corrugate

In January 2021, one of our divisions switched from bleached virgin corrugate shipping boxes to fully recyclable brown kraft corrugate made from

86%
recycled content



Moving to molded pulp

By replacing foam inserts with a molded pulp alternative in a single product line,

80,000
cubic feet

is anticipated to be reduced from landfills annually



Challenges

Our packaging commitments are not without challenges. To ensure product integrity is maintained in alignment with regulatory requirements, we must go through rigorous stability, temperature, transit, and durability testing for every packaging material. It can take years to validate safety and quality through rigorous testing standards. In some countries images of packaging are included in registration, which means even cosmetic changes to our packaging may require re-registrations or extensive notifications that take time to implement.

Maintaining cold temperatures in transit has become an even greater challenge, as well as increased transit and holding times due to global supply chain and labor shortages around the world caused by the COVID-19 pandemic. Supply chain challenges also affect the availability of eco-

friendly alternatives in some of our locations.

While we strive to improve the recyclability of our packaging, due to the nature of many of our products, some primary packaging must be disposed of as bio-hazard waste even though the material may normally be recyclable. Finally, we are working to improve our data availability and consistency regarding our packaging operations, which is a significant gap within our system. This is a top priority to resolve in the next year so we can begin to measure our baseline and make progress towards our long-term goals.



Looking Forward

While we are at the start of our journey to track and report on our packaging materials and waste, we are committed to measuring our progress, making improvements, and gaining a better understanding of our current state so we can drive progress towards our goals. We are committed to finding better alternatives across our entire global supply chain and will pursue avenues that reduce environmental impacts in line with customer goals and needs.

In 2022, a primary focus will be to build the framework for measurement. We will establish sustainability parameters to track within our databases and initiate the extensive data gathering necessary to truly understand our baseline. From there, we will be able to measure and track our improvements consistently.

By focusing on packaging, we can help our customers reach their zero-waste and reduced-waste commitments and abide by local governing policies while still delivering the useful, high-quality products Bio-Rad is known for.



People & Communities



**Global Talent
Development**



**Diversity
& Inclusion**



**Employee
Safety**



**Community
Involvement**

One of our greatest assets is the power and potential of our people.



Our people have made Bio-Rad the successful company it is today. We understand that our people perform best when they feel safe, appreciated, and supported – not only in the workplace, but in their extended professional and local communities as well.

Bio-Rad works hard to develop a company culture that celebrates our employees by creating an equitable and inclusive workplace, upholding the highest safety and healthy working conditions, providing ongoing professional growth opportunities, and

developing programs that support and give back to our various communities. Leaders and employees with ongoing growth opportunities inspire innovation and consistently produce the best business results. Outside of the workplace, we provide opportunities to inspire the next generation through high quality educational programs and engagement opportunities.

In 2022 and beyond, we aim to grow our efforts across all our business locations.

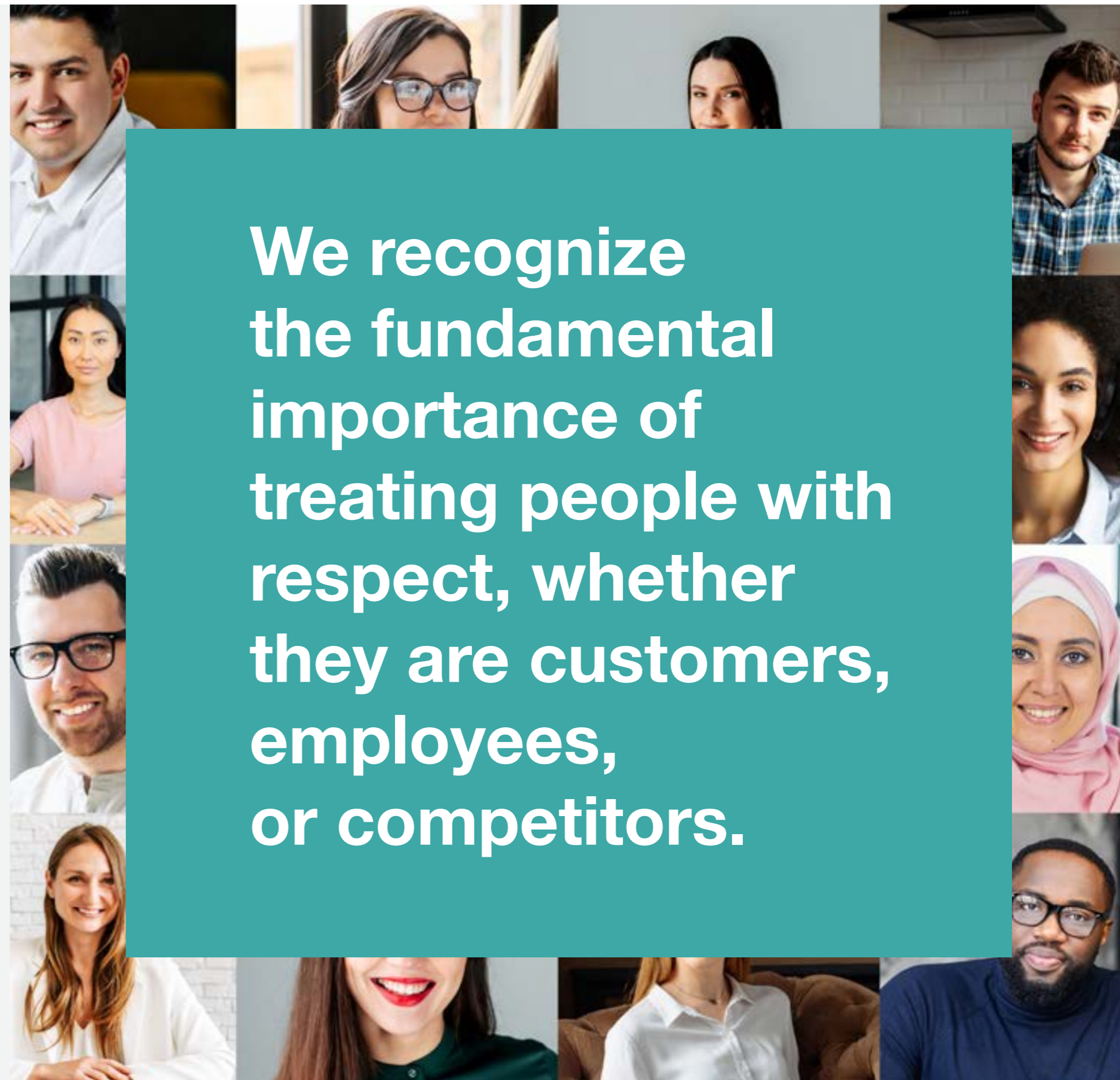
When we invest in our people and communities, we invest in our future success.



Global Talent Development

Our founders understood that to satisfy the many needs of a thriving business, the company first had to create a welcoming work environment that encourages employees to do their very best work, every day.

Research shows that employers who care about career development and provide tools and resources for employees to reach their full potential positively impact employee retention and engagement. In addition to career building, it is also essential that employers provide benefits that contribute to wellbeing outside of work. These advantages lead to increased retention of talent and retention of capital. In short, supporting our employees makes sound business sense and increases the capability of our organization.



We recognize the fundamental importance of treating people with respect, whether they are customers, employees, or competitors.

Professional Growth at Bio-Rad

Bio-Rad's professional growth philosophy centers on empowering each employee to steer and navigate their own career journey.

In this model, an employee's manager plays a pivotal role as development partner and coach, providing guidance and creating growth opportunities. Our role is to provide development tools and resources that support this career development.

Strategies for Learning and Development

Under the leadership of the Global Talent Development team, our robust learning culture enhances the performance of eligible employees through an array of diverse learning solutions. The types of training needed to perform everyday job functions and avenues for ongoing career development vary widely depending on each employee's role, department, and career goals. We offer a variety of accessible programs that support staff at all levels of their Bio-Rad career journey.



LEARNING & DEVELOPMENT PROGRAMS

Leadership & Employee Training

We encourage leaders to attend Development Suite (D-Suite) learning events on growing talent, implementing adaptability in their leadership style, and navigating challenging conversations. A parallel roadmap guides employees through opportunities that enhance engagement, results, and productivity. Since the inception of D-Suite training, 75% of our leaders have completed a core management course.

Performance Review & Appraisal

To ensure strong performance, employees and managers collaborate to identify performance goals each year, and hold discussions informally through weekly one-on-ones, and formally through mid-year reviews and year-end performance appraisals.

Skill Reinforcement & Virtual Learning

Bio-Rad provides several learning options to leaders and employees, including facilitator-led programs or self-directed learning through digital platforms such as Bio-Rad's Global Learning Experience Platform, Degreed, which was accessed by more than 5,000 employees in 2021. To keep pace with technology and support company-wide development, Bio-Rad also provides 6,000 LinkedIn Learning seats for Bio-Rad employees globally.

Technical Training

Each business unit conducts a function-based skill gap analysis, and partners with external vendors to secure training that helps achieve current and future business objectives.

Compliance Training

We offer a broad range of topics in this category such as Business Ethics & Conduct, Anti-Bribery & Corruption, Safety, Data Privacy, EEO & Affirmative Action, ADAA, and Workplace Harassment.

Employee Education

To further support employee development, Bio-Rad provides educational assistance benefits and reimbursement of qualified educational expenses that are job-related or part of a career development plan.

Change Management Training

To help employees and leaders successfully maneuver through organizational changes and newly implemented processes, this new learning program provides peer consultations, frameworks, and various strategies to deal with change. 400 employees completed this series of sessions in just one year.

Challenges

The Global Talent Development team provides solutions to a diverse set of employees in a variety of functional areas and locations with limited resources, while balancing the need to stay attentive to our long-term appeal as an employer.

Although we offer many options, both employees and leaders have limited time to fully leverage all learning opportunities. To make certain we are providing content that aligns with our business and meets the needs of our teams, we regularly survey participants regarding application of learned skills and facilitator effectiveness after each completed training program. We also partner closely with our HR colleagues and key business leaders to regularly identify learning needs, provide customized recommendations, and design and execute development solutions.



Looking Forward

We are able to drive innovation and outperform other businesses thanks to the success of our global talent development strategy. In 2022, we plan to expand our learning resources to assist employees transitioning to a hybrid work model, grow our current employees and leaders, and improve employee retention.

A new First Time Leadership pilot program integrates much of the D-Suite for Managers content and aims to provide the right tools and resources to successfully transition individual contributors into people managers. We are currently researching ways to customize this program to meet the specific needs of regions outside of the U.S. By 2024, we also plan to pilot two other programs

globally: Cross-Cultural Intelligence and Global Commercial Leadership.

In addition, we are in the process of designing a Bio-Rad Learning and Development Academy with a scalable, tiered curriculum aligned to key competencies needed by the organization to support our long-term strategy execution and business transformation goals. This global approach to learning and development will strengthen our employee/ employer value proposition, scale our leadership capacity, and support the people side of our business.

Finally, we are creating a career page that external candidates can review with reference to our learning and development philosophy, strategy, and programs.


Each Bio-Rad employee plays a part in our mission to advance discovery and improve lives. By supporting our staff with opportunities to learn and grow, we help bring out their best creativity and innovation.



Diversity & Inclusion

Diversity and inclusion (D&I) is a continuous effort that enhances the engagement, retention, and productivity of individuals and teams.

While Bio-Rad has always been firmly committed to equality and nondiscriminatory practices in our workplace, societal views around diversity and inclusion evolve and change. In 2020, we felt it was important to make sure our policies were understood and in alignment with employee issues and priorities. The result was the creation of Bio-Rad's Diversity & Inclusion Program in 2021.



Having an inclusive and diverse work environment broadens perspectives that make Bio-Rad stronger, more innovative, and resilient.

Since the program's inception, several initiatives have launched to ensure we are fostering a culture where everyone feels a solid sense of commitment and belonging. Our evolving D&I program also provides an opportunity to improve how we attract and retain underrepresented candidates.

Hiring people from all backgrounds is critically important at Bio-Rad, as diverse skillsets and perspectives help enhance and grow our business.

An inclusive work environment creates more opportunities for employees to share unique perspectives when brainstorming and problem solving. By leveraging these differences, we maximize talent, strengthen employee engagement, and bolster customer relationships as we continue down the path of scientific discovery.



Cultivating a Culture of Diversity and Inclusion

We began our D&I journey in 2020 by launching a survey to help us understand Bio-Rad’s current state, and to ensure we targeted the right actions to achieve our short- and long-term goals. Our top priority was to listen to the voices of our employees. Many of them expressed the need to raise awareness around D&I, and helped us identify three areas with the most room for growth:

- » Strategic Initiatives
- » Development Opportunities
- » Leadership, Commitment, and Accountability

To support and manage the development of our programs, in 2021 we hired Bio-Rad’s first Diversity and Inclusion Program Manager, and subsequently

a D&I Project Manager. We developed and launched a Diversity and Inclusion mission statement to communicate our commitment to building an inclusive workplace that welcomes people from all backgrounds. To track progress, we developed a set of D&I metrics that are reviewed by our Executive leadership team each quarter.

To continue to be a strong competitor in our market, it is important for us to pursue diversity in our workforce and senior leadership roles. Companies that prioritize diversity are better able to incorporate a variety of viewpoints to successfully deliver new product offerings, increase productivity and creativity, improve performance and retention, and boost collaboration throughout the business.



D&I GOALS

Ensure that underrepresented employees¹⁴

make up at least

60%

of our U.S. workforce

BY 2030

Increase women in U.S. leadership roles¹⁵

to at least

45%

BY 2030

¹⁴ U.S. operations only. Underrepresented categories include Blacks, Hispanics, Asians, Two or More Races, and Other.

¹⁵ U.S. operations only. Leadership is defined as Manager and above.

D&I Task Force Programs

An employee-led D&I task force was created in June 2021. Under the leadership and management of the D&I Program and Project Managers, this dedicated team of employee volunteers focuses on D&I priorities and manages our **four core D&I program initiatives**.

1

Employee Resource Groups

Allyship Group – a place in which underrepresented groups can feel valued, supported, and heard.

Disability Group – raises awareness of workplace issues affecting people with disabilities.

Mental Health Network – provides a safe space for employees to talk about mental health struggles and learn strategies for dealing with life stress.

Multicultural Group – promotes the heritage and ethnicity of members through educational opportunities, networking, cultural events, and social gatherings.

2

Mentorship

Mentoring at Bio-Rad harnesses the power of people in our organization by allowing them to learn and grow together, share experiences and knowledge. In 2021, we initiated a D&I Mentorship pilot program to leverage the knowledge, skills, and experience of current employees and leaders to support continuous growth and development. Inclusion, employee retention, and career progression are challenges that can be partially alleviated by establishing career paths for diverse demographics and providing an internal network to identify and improve the skills and knowledge necessary for advancement.

3

Professional Development

Under the leadership of our D&I Task Force, we are creating a professional development program to provide employees with the opportunity to learn and apply new knowledge and skills. Through this initiative, individuals develop skills to enhance and accelerate their professional careers, ultimately rewarding our organization with highly engaged employees that continue their careers at Bio-Rad. Our focus is meeting the unique developmental needs of our underrepresented employee populations to ensure we are providing meaningful opportunities for everyone to develop and contribute fully.

4

Recruitment & Retention

Our D&I recruitment and retention efforts expanded to include the entire lifecycle of an employee, with an increased focus on recruiting from diverse sources, enhancing our applicant conversion rates, and improving processes related to the interviewing, hiring, and retention of candidates. We are working with external website vendors and designated historically black colleges and universities to recruit diverse candidates and enhance our talent pool.

Employee D&I Training

To reinforce our appreciation and value of diversity and style among all employees, we launched a new training program in 2021. This program included training on managing inclusion for U.S. executives and leaders of all levels. In addition, 99% of U.S. employees completed an e-learning series on diversity, microaggression, and unconscious bias. Our training platforms help reduce systemic barriers and support bias-free decision-making while building equity across the organization.



560+

leaders

attended D&I Managing Inclusion Training in the U.S.

2021



95%

completion rate

of the D&I Managing Inclusion Training by Executives and Leaders

U.S.

All employees play a part in building and maintaining a diverse and inclusive work culture at Bio-Rad.



Challenges

We are beginning our D&I programs in our North America offices before extending these programs internationally. As we refine and grow these programs to our workforce outside of North America, we will need to be sure to adapt strategies that address different regional contexts to be most effective in driving inclusion. Because Bio-Rad is a global company, we face the challenge of transforming our current and near-future programming to global relevancy.

Looking Forward

We expect to roll out several more programs in 2022, and many pilot programs implemented in 2021 will be extended. For example, we designed our professional development program, scheduled to launch in 2022,

to advance employee growth, skills development, and career advancement through pilot programs such as educational course clubs, guest speakers, and lunch and learn series. Additionally, plans are underway to expand our D&I Leadership Training and Mentorship program to targeted Business units in the U.S.

As our recruiting team works to increase the diversity of our workforce, we will continue to monitor our candidate pipeline and how we source talent. Although we cannot control which candidates apply to open positions, we can take steps to help these openings to be seen by a wider audience through strategic job sourcing, targeted posting on diversity job boards, job fairs, and more. With the aim to interview at least one diverse candidate for each role, we hope to build an even more diverse candidate pool.

We want to provide an open environment for women and people of color to explore professional and career development while acknowledging differences and addressing unique needs.



Employee Safety

Improving healthcare via quality products can only be accomplished when ensuring environmental, health, and safety excellence for our employees and communities. Integrating safety and health into every facet of our company is of utmost importance and continues to be the first consideration in our operations. Our operations require the safe handling, storing, and disposing of hazardous materials and completing complex lab work with precision; the health and wellbeing of every employee while undertaking these tasks is paramount.



Safety is not an added step to our processes – it is a condition of our overall enterprise.



Upholding Safety Standards

We expect all employees to take responsibility for performing work in accordance with standards and practices and to continually improve safety in our workplace from the top down and the bottom up.

Our goal is to have injury and illness incident rates well below the industry average. We strive to continually improve quality and safety by establishing, implementing, and enforcing proper safety standards and best practices at every location.

Employees are urged to report unsafe conditions in their workplace and work with management to eliminate these conditions where they may exist.

Global Safety Management

Each of our regional locations are assigned Environmental Health & Safety (EHS) professionals to advise and assist site management who are responsible in the development, implementation and oversight of EHS programs. Regional EHS leads report into a global EHS organization that ensures the same level of safety applies to all facilities across our operations globally.

DIRECT SERVICES

- » Worksite hazard evaluations and safety surveys
- » Safety engineering controls determination, implementation, and maintenance
- » Personal Protective Equipment selection, procurement, and implementation
- » Safety program development, implementation, and periodic review

- » Safety training, including advanced chemical and biological training, and ergonomics
- » Chemical, biological, and radiation exposure controls and monitoring
- » Disposal of hazardous chemical, radioactive, and infectious waste

We contract out certain projects or areas of expertise based on the location, requirement, and requisite skills. For example, in the United States, our consultative services include regulatory compliance assistance programs to address OSHA and EPA-related responsibilities in research, facility, and service environments.

Environment, Health, & Safety Policy

We embrace our mission through the establishment, implementation, and maintenance of an integrated EHS management system.

THIS COMMITS US TO

- » Prevent injury, illness, or ill health by providing effective training and proactively managing and minimizing health and safety risks in the workplace
- » Respect and protect the environment by preventing pollution, minimizing waste, and conserving resources
- » Review and improve our EHS processes while meeting or exceeding compliance and other obligations
- » Provide an environment for open communication and collaboration for employees at all levels
- » Evaluate and manage the EHS aspects and risks of our processes, equipment, and services based on hierarchy of control
- » Measure and enhance EHS performance and provide a framework for setting objectives to achieve continual improvement
- » Require all employees to be accountable for their commitment to our EHS policy

Safety as Shared Responsibility

We all share the responsibility of workplace safety, so it is essential that our employees have relevant training and certification to prevent workplace accidents. All employees’ complete health and safety orientation when they start their career at Bio-Rad and receive recurrent EHS training – such as advanced chemical and biological safety, emergency response, and accident prevention – based on their tasks and comprehensive risk assessments. Many employees also assist with EHS audits and participate on safety committees and emergency response teams.

A commitment to a safe workplace from all levels is the foundation of Bio-Rad programs.

Measuring & Improving Safety

We track occupational safety data monthly at all sites. Employees are trained to immediately report relevant occupational accidents to their supervisors and to EHS as required for incident assessment; we then implement additional safety measures as needed. This is an integral practice across all production, warehouse, sales, and customer service facilities around the world.

Most incidents resulting in lost time or job modification are the result of ergonomic challenges, slips, trips and falls, or contusions and lacerations from the operation of machinery and equipment.

¹⁶ Global rate of injuries is calculated as the number of incidents that resulting in days away from work or restricted or transferred duties times 200,000 hours divided by the number of actual hours worked.

¹⁷ For all combined Bio-Rad Laboratories sites



ACHIEVEMENT

8.5%
improvement in global rate of injuries¹⁶

that result in days away from work or restricted or transferred duties staying below the industry standard of 1.0¹⁷

2019-2021

Safety Improvements

Recent improvements deployed to increase employee and customer safety and health include:

- » **Improvements to our Safety Data Sheet (SDS)** global program to ensure all SDSs are consistent, accurate, and readily available to any customer via the internet.
- » **New all-employee emergency notification system** to rapidly notify employees in extreme weather situations, site power outages, or to activate the local emergency response teams. This began in the Americas and will expand globally in the near future.
- » **New Regulatory Audit Program** to assess each site and operation based on any regulatory requirement they may be under. This began in the Americas and will soon expand globally.

Responding to COVID-19

Bio-Rad established a Global Pandemic Response plan to minimize the impact of COVID-19 on our employees through safety measures at the site, regional, and global level. We implemented employee protective measures at the start of the pandemic, often ahead of regulatory requirements. Personnel who were not required to work onsite could instead work remotely, and additional safety measures were implemented for onsite locations.

With precautions in place, we can operate in a way that provides safe and healthy conditions for work and complies with applicable laws and regulations.



Challenges

Like most companies, the COVID-19 pandemic presented extensive challenges that continue today. As a global organization with diverse product lines, the pandemic provided an opportunity for us to build strong synergies between diverse regions and teams, including EHS, HR, and manufacturing, to work together to maintain a safe workplace.

Looking Forward

Bio-Rad endeavors to continuously improve our ability to monitor safety and compliance at each site while being able to nimbly share EHS resources and expertise to boost performance and excellence worldwide.

We plan to procure and begin deploying a full software EHS management system in 2022, complete with metrics tracking, dashboards and reporting, regulations and regulatory compliance monitoring, training and document management, risk management, improvement strategies, and reporting processes to augment our new global view. This system will allow us to communicate our successes and challenges with all Bio-Rad teams in more meaningful ways. We will learn from each other more easily and be able to work together to continually improve the programs we have and will develop.





Community Involvement

Bio-Rad's Community Involvement programs make it easy for employees to make an authentic difference in the communities in which they live, work, and play. Any employee can be involved in some way to support important causes that give back to their communities.

Our efforts focus on inspiring the scientists of tomorrow, supporting research that improves lives, and serving our local communities.



Supporting our Communities

We offer many ways for employees to give back to the community, including “Involvement Days” for teams to volunteer together, and opportunities for employees to donate to those in need through events like our annual food and toy drives.

Supporting research through worldwide fundraising events:



1,000+
participants
in the AIDS Walk
San Francisco

2005-2021



800+
employees and
families
have joined our Tour de
Cure teams to raise funds
for the American Diabetes
Association

1999-2021



Serving our communities & giving back to those in need:



150+

employee volunteers

have donated time to the Contra Costa and Solano Food Bank

2018-2021



40,000+

meals

provided annually to Northern California families in need

2019-2021



\$22,000+

donated

to the American Red Cross to support COVID-19 disaster relief efforts in India

2021

GOBBLER'S CUP

Bio-Rad has a long history of competing in the Gobbler's Cup, a food drive benefiting the Hercules Food Bank in Northern California. The team that produces the most donations is the recipient of bragging rights and a fun trophy. Due to the pandemic, our giving focus shifted to online donations and has been made available to all teams, not just those based in the Northern California region. Every single donation helps and we are proud to have such generous Bio-Rad volunteers.



130k+

meals donated

(in equivalent funds raised) to the Hercules Food Bank in Northern California

2019-2021

Inspiring the Scientists of Tomorrow

Bio-Rad has several programs to engage with students of all ages about science activities and careers.

Our **Science Ambassadors program** brings a scientist to the classroom to showcase a hands-on experiment using a Bio-Rad kit. Although the pandemic prevented in-person visits, our employee volunteers brought the activity in a new virtual format to over 500 students in the United States.



50,000+
K-12 students in the U.S.

participated in our Science Ambassador program's Genes in a Bottle™ experience

2012-2021



To provide more opportunities for students to get involved in science, Bio-Rad founded a BioTech Camp in 2004 and the Contra Costa Science Fair in 2006. Since their inception, Bio-Rad employees have participated in these events as judges and mentors in support of local Northern California students interested in pursuing careers in science and engineering.

We sponsored a **speed networking event** for students exploring careers in biotech from two different colleges. Students met with Bio-Rad employees who shared their experiences and career paths. Due to the event's success, the participating community colleges have since applied for a collaborative grant to bring the concept to a national level.

Mentorship opportunities helped inspire students through another abnormal pandemic year and enabled students to gain experience and knowledge about the variety of available science and engineering career paths.

We award **college scholarships** to Bay Area high school students to help them realize their STEM career dreams. Since 2003, we have awarded more than 250 scholarships.

When COVID-19 began spreading in early 2020, many Bio-Rad employees commenced sheltering in place and working from home. As was necessary, in-person community involvement events were put on hold or transitioned to virtual events that simply don't create the results that we've grown accustomed to. However, what we experienced is an overall increase in human kindness and collaboration. Despite so many employees working remotely, our teams have consistently answered the bell time and time again, helping us support our communities, students, and educators globally.



28+

college scholarships

including 6 new diversity scholarships awarded to Northern California students

2021



50+

employees

participated in classroom visits and mentorship programs in 2021, impacting over 500 students in 24 different schools

Supporting Science Educators

Bio-Rad invests in helping educators teach cutting-edge science and have the resources they need for the classroom.

Professional Development

Professional development program offerings help educators stay up to speed with new technology and stay connected within the industry. In 2021, Bio-Rad invested in a combination of virtual and in-person events.



2,000+
educators

trained through
free workshops
and webinars



500+
teachers

attended a series of
webinars exploring
CRISPR technology
fundamentals and
its applications



110+

professional
development
workshops

taught by Bio-Rad
employees



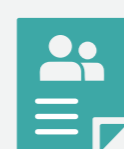
Workforce Development

Workforce development is necessary as the life science industry faces a shortage of skilled workers. To encourage students to pursue life science careers, Bio-Rad partnered with the InnovATEBIO National Biotechnology Education Center and California Community Colleges Life Science Initiative to design, publish, and print a poster promoting careers in life science.



850
downloads

from biotechnology educators to use as a student recruitment tool



3,000+
educators

received the printed poster as a free resource

Ron Mardigian Biotechnology Teaching Award

The Ron Mardigian Biotechnology Teaching Award is sponsored by Bio-Rad through the National Association of Biology Teachers. The award recognizes teachers who demonstrate outstanding and creative biotechnology education in the classroom. Our 2021 recipient was Lindsay L'Ecuyer from Andover High School in Massachusetts.

Science Teacher Grant Program

Bio-Rad also supports innovative science education curricula through its Science Teacher Grant Program available to qualifying science teachers at public K-12 level schools in our local communities.



Award-Winning Programming

For 25 years, the Bio-Rad Explorer™ program has collaborated with educators, researchers, and industry leaders to bring real-world molecular biology activities to classrooms around the world. Students from 75 countries currently participate in activities such as engineering bacteria to glow using a jellyfish gene or measuring the enzyme activity from mushrooms that have application in biofuel production.

In 2020, the Bio-Rad Explorer program launched a new activity for students to safely use the Nobel-prize winning technology CRISPR. To help teachers adapt to the challenges of teaching during a pandemic, we prepared and made freely available several resources that were downloaded and used by thousands of educators around the world. These endeavors, in addition to others, helped Bio-Rad win several awards developed by Catapult X in collaboration with the National Science Teaching Association.

**1M+****students**

perform Bio-Rad Explorer activities

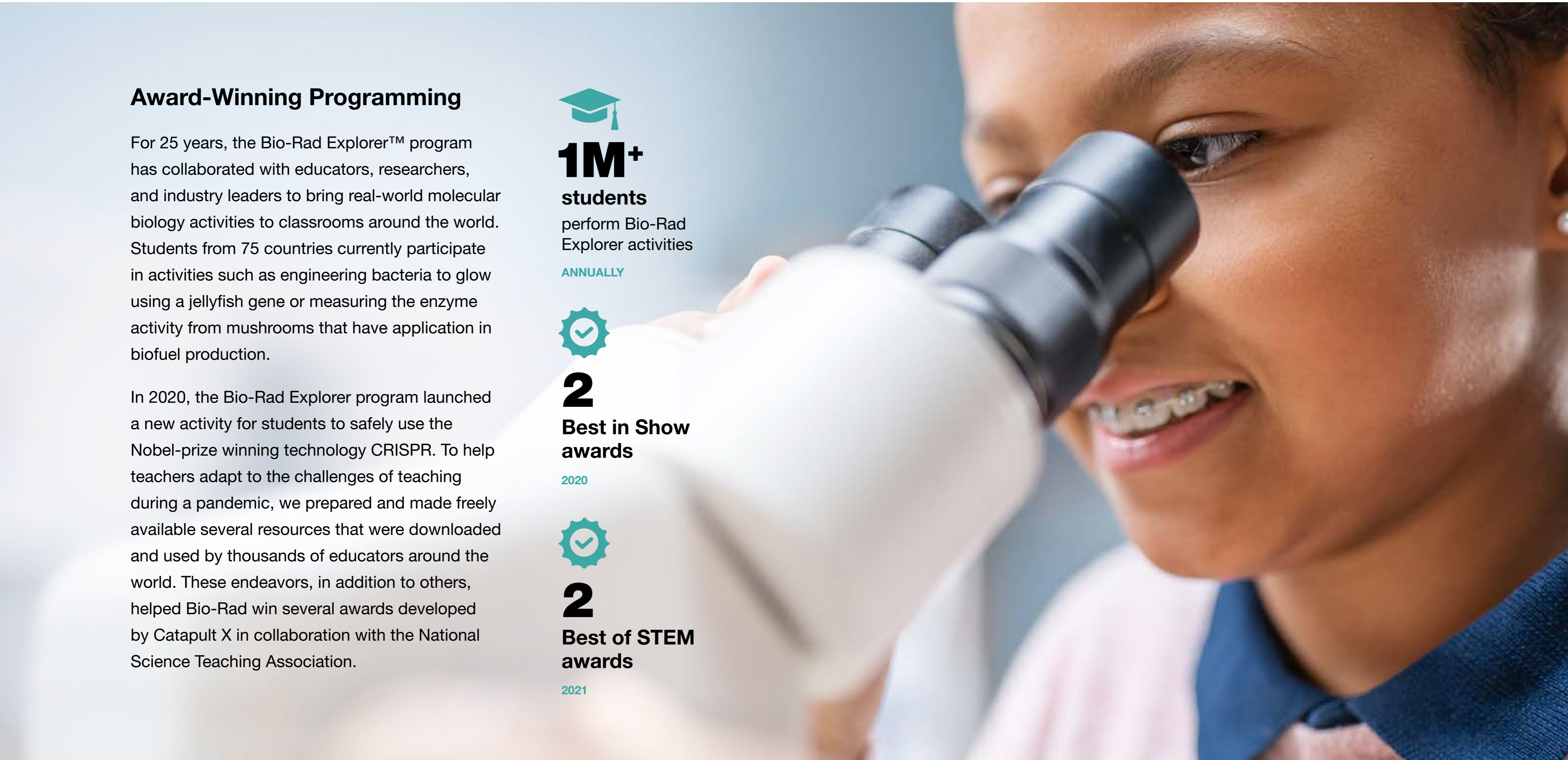
ANNUALLY

**2****Best in Show awards**

2020

**2****Best of STEM awards**

2021



Governance



**Compliance
and Ethics**

We take pride in operating our company with a sense of integrity and uphold this core value in all business interactions and transactions.

Bio-Rad is committed to conducting business honestly. We developed a comprehensive compliance and ethics program to promote an ethical workplace across the globe.

Our global operations necessitate robust controls around corruption and bribery, data protection, conflicts of interest, and records management policies. To facilitate compliance with the abundance of global regulations, our team is committed to continual training and system improvements that result in sound business judgment and decision making. Through our programs, Bio-Rad mitigates data protection vulnerabilities, complies with records

and privacy policies, and is transparent about corporate compliance to employees and third parties.

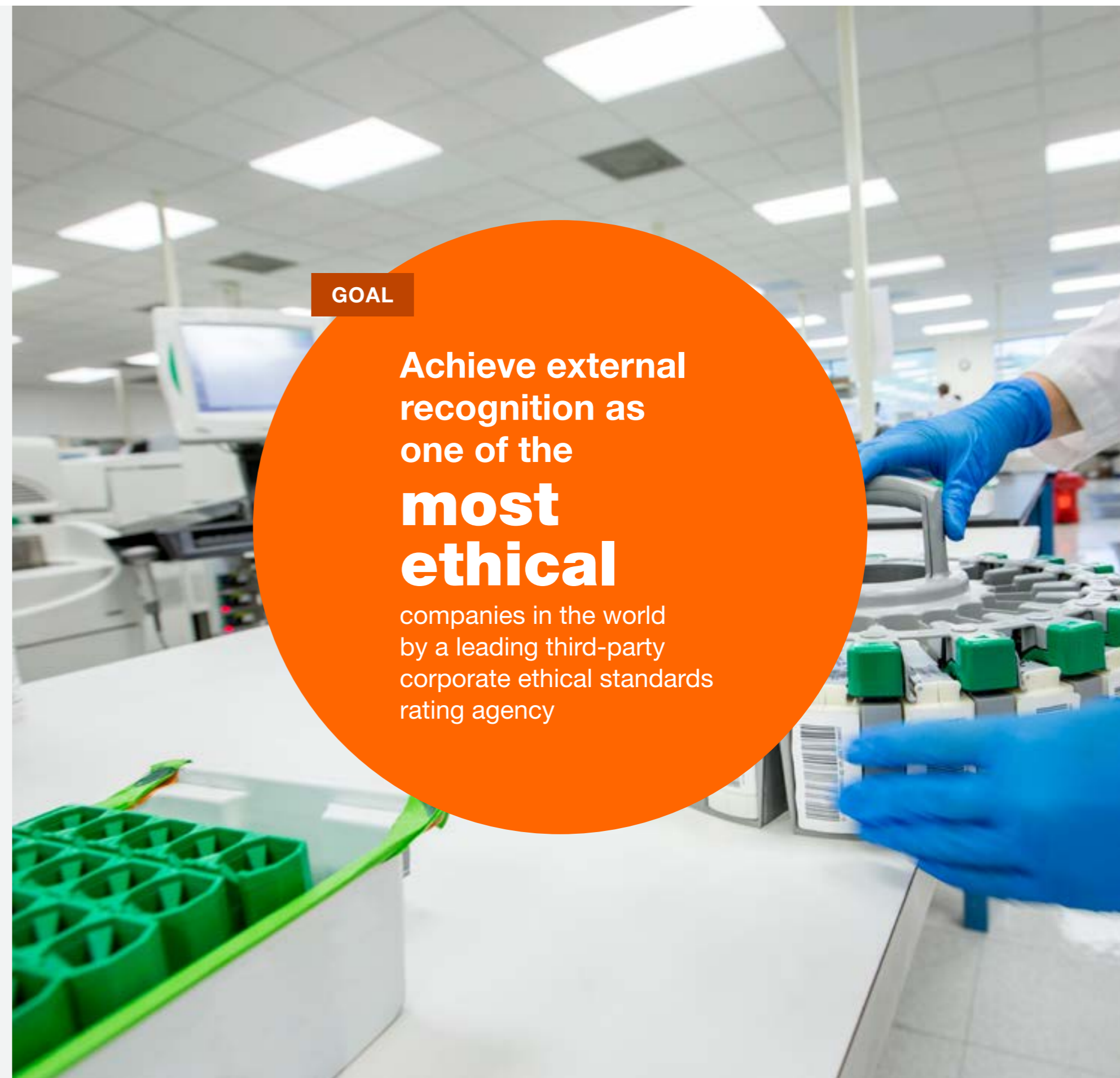
Bio-Rad's governance structure is outlined in our [proxy statement](#). The Board of Directors is responsible for overall oversight of the Company, including overseeing ESG (environmental, social and governance) issues. The Board's Audit Committee is responsible for overseeing financial processes and controls. The Board's Legal & Regulatory Compliance Committee is responsible for overseeing issues related to Bio-Rad's compliance program, anti-corruption, cybersecurity, and data protection.

Together, we establish a culture of compliance and ethics and will continue to grow our programs that protect our business, employees, and partners.



Compliance & Ethics

Because we operate globally, it is important for Bio-Rad to promote the integrity of our operations by aligning risk mitigation with laws and regulations across the globe. Anti-corruption laws throughout the world, including the Foreign Corrupt Practices Act (FCPA) in the United States, the UK Anti-Bribery Act, and others, necessitate our dedication to the fight against corruption. It is a top priority to ensure the highest standards of business ethics and integrity throughout our global operations so that our customers and shareholders have confidence in our company, mission, and values. As we grow, our success is guided by our commitment to integrity in everything we do.



GOAL

Achieve external recognition as one of the **most ethical**

companies in the world by a leading third-party corporate ethical standards rating agency

Bio-Rad places great importance on being responsible to those we serve: the environment, our employees, our partners, and the many communities in which we work. We stand by our mission to provide useful, high-quality products and services that advance scientific discovery and improve healthcare and we aim to do this in the most ethical way possible.

Doing Business with Integrity

Bio-Rad’s Chief Compliance Officer oversees regional compliance leaders to promote the importance of compliance throughout the Company. We are dedicated to maintaining integrity in all of our business dealings and holding our staff and business partners to our legal and ethical standards.

Our long-term goal is to be recognized as one of the world’s most ethical companies by our customers and shareholders. We are serious about maintaining a high-level of integrity and conducting business in an ethical manner. To achieve this, we are focused on continually improving and enhancing our culture of ethics and compliance.

The Mission of Bio-Rad’s Compliance & Ethics Program

THREE ELEMENTS



Detecting and correcting

current conduct by our company, employees, or business partners that is contrary to Bio-Rad’s legal obligations.



Anticipating new legal obligations

and ensuring that we meet those obligations.



Promoting and protecting

Bio-Rad’s culture of integrity and ethics.

Compliance & Ethics Program Elements

The Bio-Rad Compliance & Ethics Program includes many programs, through which we help our employees and partners to adhere to global policies and align with the ethical conduct priorities we uphold.

1

Anti-Corruption & Anti-Bribery Program

Bio-Rad maintains a robust global anti-corruption program, which includes both monitoring of internal operations that implicate corruption risk as well as screening, monitoring, training, and auditing of our global sales intermediaries and channel partners.

2

Integrity Helpline & Investigations Program

Bio-Rad maintains a global Integrity Helpline. Through this helpline, all employees and third parties globally have a convenient way to voice misconduct concerns and allegations of policy violation, as well as ask questions regarding policies.

3

Data Privacy Program

Keeping data secure and safe is of utmost importance to protect information pertaining to customers, employees, suppliers, and other entities that do business with Bio-Rad. Bio-Rad's Data Privacy Program helps Bio-Rad to create, process, and share the protected personal information of our employees and customers only in ways that fully comply with all relevant global data protection laws.

4

Conflict of Interest Program

The Conflict of Interest Program is designed to protect Bio-Rad and provide guidelines for handling perceived, potential, or actual conflicts of interest. To conduct business in a sound and fair manner, we work with our employees to help them understand our guidelines for handling perceived, potential, or actual conflicts of interest.

Looking Ahead

Bio-Rad's Compliance & Ethics Program is continually improving in sophistication and evolving to address new risks.

CURRENT OBJECTIVES

- » Obtain ISO 37001 (anti-corruption program) certification
- » Create and launch a company-wide employee ethical culture survey
- » Expansion of efforts to incentivize use of the Global Integrity Helpline and to protect reporters from retaliation



About This Report



**Stakeholder
Engagement**



**Material
Topics**

This report was prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core Option.

It has been designed to address the highest priority disclosures and issues related to Bio-Rad's corporate sustainability.

This is Bio-Rad's first sustainability report. This report covers 2019-2021 calendar years unless otherwise noted. In any instances where the performance indicator does not fully reflect the scope as outlined above, clarifying notes are included. We anticipate publishing subsequent sustainability reports on an annual basis.

This report is produced by Bio-Rad Laboratories, Inc. and all its international entities unless otherwise noted. The entities included may be viewed in the Bio-Rad 10-K annual report.

We welcome feedback on this report and any aspect of our sustainability performance. Please address all feedback to sustainability@bio-rad.com.

Bio-Rad's 2022 Corporate Sustainability Report is based on quantitative and qualitative data relating to our top five sustainability focus areas. Statements in our Report about past occurrences and about future plans and goals are based on historical data, assumptions and estimates available as of the date of publication of this Report. Going forward, we may revisit such data, assumptions and estimates to validate their accuracy and make appropriate adjustments. Although our data has been internally vetted using relevant scientific and technical methodologies, historical data may be revised due to reasons such as new data availability; industry or regulator-driven changes to methodologies; improvement in data collection and measuring techniques; or activities involving the Company such as business acquisitions and dispositions. While we may provide updates, the Company has no obligation to update information or statements. Please note that certain information in this Report regarding the Company comes from third-party sources and operations that are outside of our control.



Stakeholder Engagement

The stakeholder engagement process focuses primarily on the following groups:

- » Employees
- » Vendors / Suppliers
- » Customers
- » Communities
- » Investors
- » Business Partners

STAKEHOLDER GROUP	ENGAGEMENT MECHANISMS & CHANNELS	FREQUENCY	KEY SUSTAINABILITY CONCERNS
EMPLOYEES	Employee engagement survey	Periodic	Recognition & career development, compensation (certain employee segments)
	Employee diversity survey	Annual	Career development
	Employee sustainability survey	Annual	Talent development, packaging, human rights, ethics and anti-corruption, waste
CUSTOMERS	Customer surveys	Ongoing	Overpackaging of products, unsustainable packaging
	Voice of Customer Sustainability Survey	Once	Unsustainable packaging, ethics and anti-corruption, diversity, health and safety
	Meetings with customers (virtual and in-person)	Ongoing	Overpackaging of products, unsustainable packaging
VENDORS / SUPPLIERS	Business reviews	Ongoing	Carbon footprint, use of sustainable materials
COMMUNITIES	Post-event surveys	Periodic	Science literacy, diversity and inclusion
INVESTORS	Meetings with investors (virtual and in-person)	Ongoing	Sustainability initiatives to mitigate future financial risk
	Investor questionnaires	Ongoing	Ethical operating practices, human capital development, climate change
	Capital annual stockholder meeting	Ongoing	Corporate governance, ethical operating practices, climate change
BUSINESS PARTNERS	Meetings and audits with business partners	Annual and ongoing	Corruption and fraud

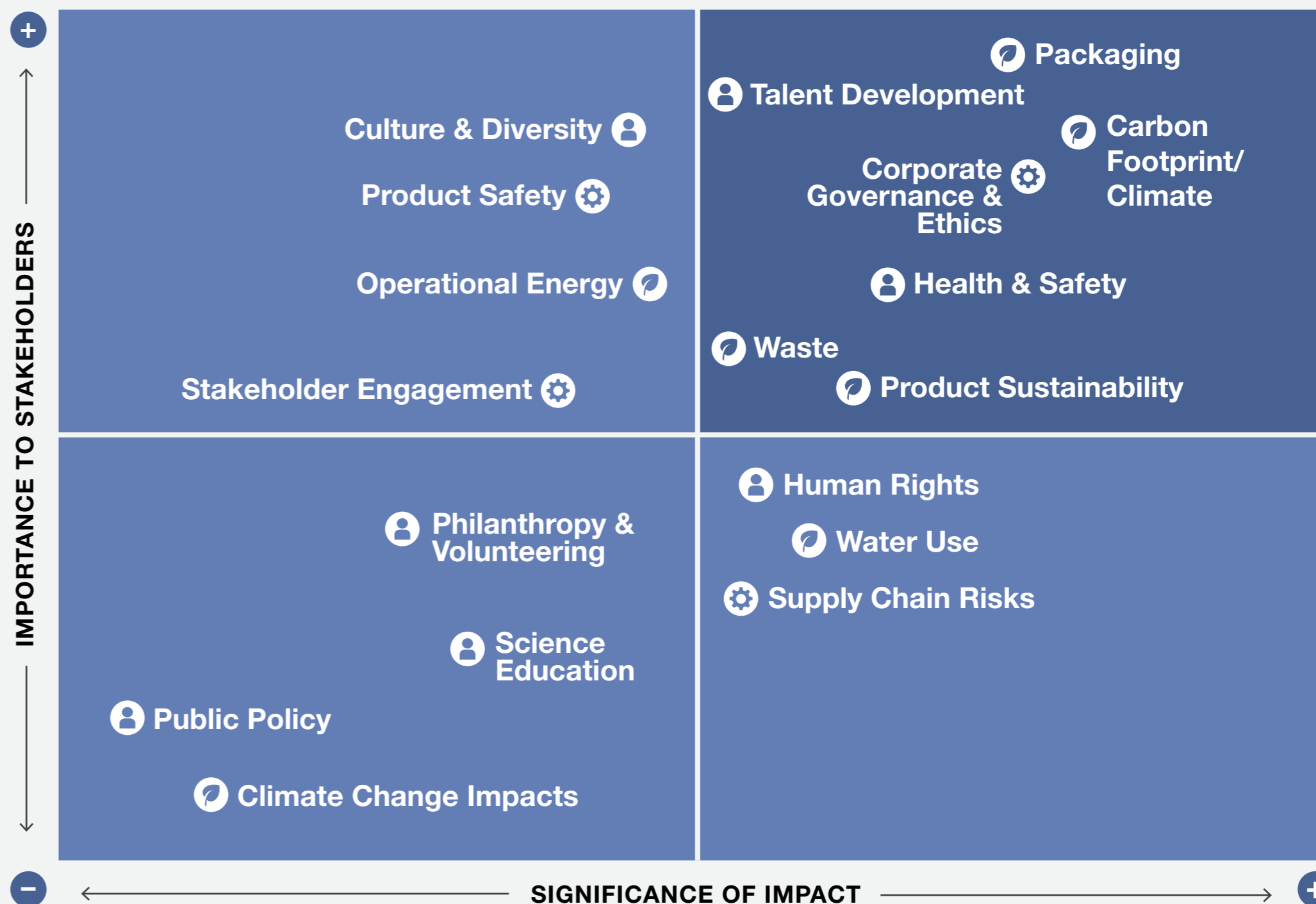


Material Topics

The key aspects of Bio-Rad’s sustainability strategy and reporting were defined through a materiality analysis. Bio-Rad conducted a materiality assessment in 2021 to identify the highest priority topics for launching our sustainability strategy, set KPIs and targets for improvement, and guide our Sustainability Report’s content. See the materiality matrix (right) for more information. The Sustainability Steering Committee identified our top priorities for the formal launch of Bio-Rad’s new sustainability strategy. After a comprehensive benchmarking analysis, greenhouse gas survey, series of stakeholder engagements, and review of current and emerging social & environmental issues, we identified our top five sustainability focus areas to launch our strategy: 1) carbon footprint, 2) operational energy, 3) diversity & inclusion, 4) sustainable packaging, and 5) ethics & anti-corruption.

Materiality Map

ENVIRONMENT SOCIAL GOVERNANCE



Appendix



**Appendix A:
Governance**



**Appendix B:
Environment**



**Appendix C:
Social**



**GRI
Index**



Appendix A: Governance

Company Information

For a full description of our ownership, financial standing, and more, please review [Bio-Rad's 10-K Report](#).

Name of organization: Bio-Rad Laboratories, Inc.

Nature of ownership and legal form: Public corporation

Location of headquarters: Hercules, California, USA

Number of global locations: 35 countries, 140+ locations

FINANCIAL STANDING ¹⁸	2019	2020	2021
Revenue / Net sales (USD)	\$2,311,659,000	\$2,545,262,000	\$2,922,545,000
Debt (long term + short term)	\$439,751,000	\$14,056,000	\$11,003,000

Governance Reference Terms

Bio-Rad policies set forth our minimum compliance standards that guide business interaction. These policies are supplemented by global, regional, and country-specific policies and Bio-Rad Standard Operating Procedures (“SOPs”), among other guidelines. If local laws, codes of conduct, or other regulations in a particular country or region are more restrictive than our global policies or require government approval to execute a particular interaction or transaction, then Bio-Rad’s operations in that country or region must fully comply with the more restrictive requirements. Reference terms used to describe who is beholden to the policies outlined in this report are defined below.

“Customers” consist of members of the healthcare community, including but not limited to healthcare professionals (“HCPs”) and healthcare organizations (“HCOs”), and other individuals or entities to whom Bio-Rad promotes or sells or could promote or sell products, including but not limited to wholesalers, distributors, pharmacies, and PhDs. The term “Customers” does not include patients or end consumers.

Government Officials (“GOs”), Government Entities (“GEs”), and other individuals and entities Bio-Rad interacts with as part of its business are also bound to Bio-Rad policies.

Bio-Rad employees, including directors, officers, and board members (collectively, and without regard to legal status, “Workforce Members”) are also under the umbrella of our policies. Where necessary and appropriate, distributors, agents, resellers, and other sales and marketing intermediaries (“Channel Partners”) and third-parties such as law firms, accounting firms, regulatory consultants, health and safety advisors, and environmental advisors to provide guidance on sensitive matters, as well as other third-parties who supply services on behalf of Bio-Rad such as customs brokers, logistics providers, travel agencies and meeting planners (“Consultants”) must follow the policy guidelines provided.

Sustainability Steering Committee

The Sustainability Steering Committee (SSC) is a cross-functional team of executives from all major functions in the organization that assists the Board in fulfilling its oversight responsibilities relating to Bio-Rad’s sustainability strategy, policy, and practices. The SSC is chaired jointly by the Chief Operating Officer and Chief Financial Officer.

The steering committee ensures the success of the sustainability program in three different ways:

- » Setting general strategy relating to Sustainability and ESG matters
- » Establishing, developing, implementing, and monitoring programs, initiatives and policies based on that strategy
- » Promoting awareness and integration of sustainability into business decisions

¹⁸ Rounded to the nearest 100

Anti-Corruption

ANTI-CORRUPTION	2019	2020	2021
Total operations assessed for risks related to corruption	36	36	36
Total governance body members that anti-corruption policies and procedures have been communicated to, by region:			
Global	6 (100%)	6 (100%)	6 (100%)
Total employees that anti-corruption policies and procedures have been communicated to, by region:			
Americas	4,300 ¹⁷ (100%)	4,700 ¹⁷ (100%)	5,000 ¹⁷ (100%)
EMEA	2,500 ¹⁷ (100%)	2,700 ¹⁷ (100%)	3,000 ¹⁷ (100%)
APAC	700 ¹⁷ (100%)	800 (100%)	1,000 ¹⁷ (100%)
Total employees that have received training on anti-corruption, by region:			
Americas	4,300 ¹⁷ (100%)	4,700 ¹⁷ (100%)	5,000 ¹⁷ (100%)
EMEA	2,500 ¹⁷ (100%)	2,700 ¹⁷ (100%)	3,000 ¹⁷ (100%)
APAC	700 ¹⁷ (100%)	800 ¹⁷ (100%)	1,000 ¹⁷ (100%)
Total business partners that anti-corruption policies and procedures have been communicated to, by region:			
Americas	NR	NR	148 (100%)
EMEA	NR	NR	219 (100%)
APAC	NR	NR	401 (100%)
Total confirmed incidents of corruption (number and nature)			
Confirmed incidents where contracts with business partners were terminated or not renewed due to violations related to corruption	8	0	3
Monetary losses as a result of legal proceedings associated with bribery or corruption	\$0	\$0	\$0



Appendix B: Environment

Emissions

Bio-Rad uses the World Resources Institute Greenhouse Gas Protocol, which provides a corporate accounting and reporting standard as the methodology to collect activity data and calculate Scope 1, Scope 2, and Scope 3 emissions. CO₂ is the only gas calculated into our emissions factors.

In 2021, Bio-Rad completed an initial greenhouse gas (GHG) inventory to establish our global emissions baseline and identify opportunities for reductions. We selected 2019 as the baseline year as it was the most recent year where results were not affected by the COVID-19 pandemic.

Scope 1 and 2 Emissions¹⁹

Because the facilities in which Bio-Rad operates use different approaches to collect and maintain utility, refrigerant, and waste data, this data was difficult to obtain for all facilities. A majority of facility Greenhouse Gas Inventory for Bio-Rad data was able to be collected for these data points, however extrapolation was required for some Scope 1 and 2 emission categories.

TOTAL SCOPE 1 & 2 GHG EMISSIONS (MT CO ₂ e)	2019	2020	2021
Scope 1	18,420	17,299	14,518
Scope 2 (location-based)	13,615	14,182	15,521
Scope 2 (market-based)	13,615	14,183	16,536
Total (location-based)	32,035	31,481	30,039
Total (market-based)	32,035	31,482	31,054

SCOPE 1 & 2 EMISSIONS BY REGION (MT CO ₂ e)	2019	2020	2021
Americas	19,637	19,779	17,959
EMEA	10,399	9,792	10,069
APAC	2,001	1,911	2,001
Global Total	32,035	31,481	30,039
<i>Global Scope 1 & 2 emissions reductions</i>	<i>0</i>	<i>554</i>	<i>1,442</i>

EMISSION INTENSITY RATIOS	2019	2020	2021
GHG emissions intensity (MT/M USD Net Sales)	13.9	12.4	10.3
GHG emissions intensity (Kg/M USD Net Sales)	13,858	12,367	10,277
GHG emissions intensity per square foot	8.5	8.1	6.8

¹⁹ Note that some tables may not add up to totals due to rounding

Scope 3 Emissions

Eight Scope 3 categories were excluded due to lack of data and/or relevance: capital goods, downstream transportation, employee commuting, upstream leased assets, processing of sold products, downstream leased assets, franchises, and investments.

The boundary for the following Scope 3 emissions categories is limited to those entities that are part of the Enterprise Resource Planning (ERP) system.

- » Outbound transportation²⁰
- » Purchased goods and services

This system is used for approximately 70% of Bio-Rad’s global operations (by revenue), mainly those entities in North America and EMEA. The company is progressively transitioning the remaining 30% of global entities to the same system.

GLOBAL SCOPE 3 EMISSIONS (MT CO ₂ e)	2019	2020	2021
Waste	1,331	1,460	6,540
Product End of Life	207	151	164
Fuel & Energy Related Activities	6,793	6,200	9,225
Product Use (Instrumentation Only)	60,976	121,180	82,363
Business Travel	7,324	2,074	1,093
Outbound Transportation	74,424	104,922	95,045
Purchased Goods and Services	163,399	197,655	204,636
Total	314,454	433,642	399,066

Country-Specific Emissions

SCOPE 1 EMISSIONS (MT CO ₂ e)	2019	2020	2021
Austria	102	77	133
Belgium	286	220	374
Czech Republic	123	99	102
Denmark	13	50	104
Finland	33	42	40
France	2,598	2,261	2,065
Germany	1,918	1,864	1,782
Greece	132	97	97
Hungary	133	113	109
Italy	480	356	283
Netherlands	Less than 1	55	75
Norway	18	14	11
Poland	113	73	68
Portugal	29	24	43
Russian Federation	43	47	47
South Africa	19	14	Less than 1
Spain	116	92	334
Sweden	88	72	108
Switzerland	568	465	428
United Arab Emirates	10	9	9
United Kingdom of Great Britain and Northern Ireland	514	313	262
Brazil	323	281	102
Canada	364	262	303
Mexico	234	169	176
United States of America	9,257	9,542	6,919
Australia	103	87	189
China	Less than 1	Less than 1	Less than 1
Japan	739	602	223
New Zealand	17	Less than 1	8
Singapore	50	Less than 1	123

SCOPE 2 EMISSIONS (MT CO ₂ e)	2019	2020	2021
Austria	1	1	Less than 1
Belgium	38	31	14
Czech Republic	6	6	5
Denmark	1	Less than 1	Less than 1
Finland	Less than 1	Less than 1	Less than 1
France	767	783	1,168
Germany	1,528	1,864	1,834
Greece	4	3	6
Hungary	25	25	25
Israel	235	329	254
Italy	64	47	5
Norway	Less than 1	Less than 1	Less than 1
Poland	9	6	6
Portugal	6	4	2
Russian Federation	86	80	79
South Africa	27	14	1
Spain	31	28	10
Sweden	Less than 1	Less than 1	Less than 1
Switzerland	95	84	73
United Arab Emirates	25	22	27
United Kingdom of Great Britain and Northern Ireland	116	109	94
Brazil	120	122	118
Canada	102	98	20
Mexico	154	140	251
United States of America	9,083	9,166	10,069
Australia	97	222	232
China	394	325	554
India	198	130	130
Japan	20	21	46
Korea	Less than 1	Less than 1	2
New Zealand	1	7	7
Singapore	346	484	458
Thailand	35	32	29

²⁰ Includes logistics between Bio-Rad facilities and outbound shipments to customers that are paid for by Bio-Rad

Energy

Within the boundary, data reported for energy comes from direct utility sources. Where direct data was unavailable, (e.g., shared tenant spaces) industry standards were applied as estimates to extrapolate energy data.

Mobile fuel is calculated for all leased and owned vehicles, with the exception of personal vehicles, rental cars, and approximately +/-1% of fleet vehicles in Russia.

ENERGY CONSUMPTION	2019	2020	2021
Electricity (GJ)	233,244	235,934	276,946
Electricity (MWh)	69,711	65,537	76,930
Renewable Electricity (GJ)	0	0	3,054
Non-renewable fuel sources (GJ)	272,248	229,892	211,606
Diesel, mobile (GJ)	31,174	23,118	40,768
Gasoline, mobile (GJ)	63,735	47,816	29,250
Non-mobile fuels (GJ)	56,217	55,914	25,797
Other fuel oils (GJ)	22,274	9,164	13,512
Natural gas (GJ)	98,848	93,880	100,039
Total energy consumption (GJ)	505,492	465,826	481,514
Energy intensity – sales (GJ/M USD Net Sales)	219	183	167
Energy intensity – rentable space (GJ/Sq. Ft. ²¹)	0.13	0.12	0.11
Energy consumption reductions (GJ)	0	0	0

NR = Not Reported. Data records not maintained prior to 2021.

²¹ Average square feet measured at the end of the calendar year

Water Consumption

Water consumption is reported for all facilities where it is directly metered and invoiced to Bio-Rad. Water consumption is not reported for leased facilities in multi-tenant buildings where the utility is paid by a landlord.

TOTAL WATER WITHDRAWALS	2019	2020	2021
Megaliters	188	200	285
Cubic meters	187,556	199,510	285,231

Waste

Regulated wastes (such as hazardous and electronic wastes) are reported below for Bio-Rad's global operations. Non-hazardous solid waste is reported for all global facilities where it is directly managed and invoiced to Bio-Rad. Solid waste is not reported for leased facilities in multi-tenant buildings where the waste is managed and paid by a landlord or other 3rd party.

REPORTED WASTE (METRIC TONS)	2019	2020	2021
Non-hazardous waste: recycled	NR	NR	15,342
Non-hazardous waste: landfill or incinerated	NR	NR	5,680
Non-hazardous waste: composted	NR	NR	5
Non-hazardous waste: other	NR	NR	0
Non-hazardous waste: total	NR	NR	21,027
Hazardous waste: recycled	NR	NR	214
Hazardous waste: recovered	NR	NR	160
Hazardous waste: landfill or incinerated	NR	NR	1,329
Hazardous waste: other	NR	NR	0
Hazardous waste: total	1,087	1,712	1,703



Appendix C: People & Communities

Employee Demographics

For all people metrics unless specified, the values include only regular Bio-Rad employees, not contingent workers.

AVERAGE COMPENSATION RATIO (WOMEN TO MEN IN SIMILAR ROLES)	2019	2020	2021
Across all employees categories in the US	100%	100%	100%

INFORMATION ON EMPLOYEES AND OTHER WORKERS	2019	2020	2021
Permanent employees (by gender)			
Female	3,689	3,516	3,369
Male	4,503	4,393	4,325
Unknown	0	2	7
Permanent employees (by region)			
Americas	3,583	3,552	3,543
EMEA	3,473	3,213	2,941
APAC	1,136	1,146	1,217

INFORMATION ON EMPLOYEES AND OTHER WORKERS (CONTINUED)	2019	2020	2021
Temporary employees (by gender)			
Unknown ²²	1,556	1,498	1,643
Temporary employees (by region)			
Americas	1,300	1,212	1,270
EMEA	199	163	296
APAC	57	123	77
Full-time employees (by gender)			
Female	3,465	3,289	3,208
Male	4,472	4,357	4,296
Unknown	1,397	1,442	1,615
Part-time employees (by gender)			
Female	224	227	161
Male	31	36	29
Unknown	159	58	35
Total employees	9,748	9,409	9,344

EMPLOYEES BY AGE (U.S. ONLY)	2019	2020	2021
< 30 years old	7%	7%	8%
30-50 years old	44%	44%	44%
> 50 years old	49%	49%	48%

BOARD OF DIRECTORS	2021
Male	4 (66%)
Female	2 (33%)
Underrepresented community member	1 (17%)
Total	6

²² Gender data not captured for non-permanent employees

Employee Recruitment, Development, and Retention

Attrition data is currently only available for US-based employees (based on US EEO-1 categories)

ATTRITION	2019	2020	2021
Voluntary turnover rate	11.1%	8.5%	14.4%
Executives and senior managers	6.1%	13.1%	7.7%
Mid-level managers	8.6%	4.9%	11.6%
Professionals	11.2%	8.0%	15.6%
Other	12.3%	10.0%	14.8%
Involuntary turnover rate	3.0%	3.2%	2.6%
Executives and senior managers	3.4%	5.5%	5.6%
Mid-level managers	3.5%	2.4%	2.2%
Professionals	2.9%	2.2%	2.2%
Other	2.7%	4.4%	2.8%

CAREER DEVELOPMENT (ALL LOCATIONS)	2019	2020	2021
Total workforce receiving regular performance reviews	90%	90%	90%
Total workforce receiving regular career development reviews	5%	6.3%	4.5%
Total workforce receiving career- or skills-related training	30%	14.5%	NR
Average annual training hours per employee	6.84	6.54	6

HUMAN RIGHTS TRAINING (ALL LOCATIONS)	2019	2020	2021
Workforce receiving training on preventing discrimination and human rights violations	100%	100%	100%

COLLECTIVE BARGAINING (ALL LOCATIONS)	2019	2020	2021
Total workforce covered by formal collective agreements concerning working conditions	50.8%	59.4%	55.7%
Total workforce covered by formally elected employee representatives	51.6	51.8%	49.5%

Health, Safety, and Environmental Compliance

Workplace injury and illness data is tracked for all employees and non-employees (temporary & contingent workers) whose work and/or workplace is controlled by Bio-Rad. Work-related ill health is tracked and monitored with our work-related injury data.

WORK-RELATED INJURIES	2019	2020	2021
Recordable work-related injuries²³			
Employees & Non-Employees (Total)	77	64	73
Employees & Non-Employees (Rate) ²⁴	1.06	0.87	0.97
High-consequence work-related injuries, excluding fatalities¹⁸			
Employees & Non-Employees (Total)	3	3	7
Employees & Non-Employees (Rate)	0.04	0.04	0.09
Fatalities resulting from work-related injury and/or work-related ill health			
Employees & Non-Employees (Total)	0	0	0
Employees & Non-Employees (Rate)	NA	NA	NA
Total number of hours worked	14,517,439	14,680,967	15,052,225
ENVIRONMENTAL COMPLIANCE	2019	2020	2021
Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations			
Total monetary value of significant sanctions	\$0	\$0	\$0
Total number of non-monetary sanctions	0	0	0
Cases brought through dispute resolution mechanisms	0	0	0

²³ For purposes of injury rate reporting, working hours are averaged by country and number of employees and non-employees (temporary & contingent).

²⁴ Rate is calculated accordingly: # of incidents * 200,000 / total working hours



GRI Index: Core Option

General Disclosures

CODE	DISCLOSURE	LOCATION OR RESPONSE
Organizational Profile		
102-1	Name of the organization	Company Description
102-2	Activities, brands, products and services	Company Description
102-3	Location of headquarters	Company Information
102-4	Location of operations	Company Information
102-5	Ownership and legal form	Appendix A
102-6	Markets served	Company Description
102-7	Scale of the organization	Bio-Rad Form 10-K
102-8	Information on employees and other workers	Appendix C
102-9	Supply chain	Supply Chain
102-10	Significant changes to the organization and its supply chain	Supply Chain
102-11	Precautionary Principle or approach	The precautionary principle is not applied at Bio-Rad
102-12	External initiatives	Bio-Rad does not currently subscribe to or endorse any externally developed environmental, economic, or social charters, principles or initiatives.
102-13	Membership of associations	Information is currently unavailable.
Strategy		
102-14	Statement from senior decision-maker	Message from the CEO
102-15	Key impacts, risks, and opportunities	Bio-Rad Form 10-K Compliance & Ethics

CODE	DISCLOSURE	LOCATION OR RESPONSE
Ethics & Integrity		
102-16	Values, principles, standards, and norms of behaviors	Company Description
102-17	Mechanisms for advice and concerns about ethics	Compliance & Ethics
Governance		
102-18	Governance structure	Governance
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement
102-41	Collective bargaining agreements	Appendix C
102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Stakeholder Engagement
102-44	Key topics and concerns raised	Stakeholder Engagement; Material Topics
Reporting Practice		
102-45	Entities included in the consolidated financial statements	10-K, exhibit 21.1 Listing of Subsidiaries
102-46	Defining report content and boundaries	About this Report
102-47	List of material topics	Material Topics
102-48	Restatements	Not applicable – this is our first report
102-49	Changes in reporting	Not applicable – this is our first report
102-50	Reporting period	About this Report
102-51	Date of most recent report	2022
102-52	Reporting cycle	About this Report
102-53	Contact point for questions regarding this report	About this Report
102-54	Claims of reporting in accordance with GRI Standards	About this Report
102-55	GRI Context Index	GRI Index
102-56	External assurance	External assurance was not sought for this report

Specific Disclosures

CODE	DISCLOSURE	LOCATION OR RESPONSE
Energy		
302-1	Energy consumption within the organization	Appendix B
302-3	Energy intensity	Appendix B
302-4	Reduction of energy consumption	Energy & Emissions
Emissions		
305-1	Direct (Scope 1) GHG emissions	Energy & Emissions; Appendix B
305-2	Energy indirect (Scope 2) GHG emissions	Energy & Emissions; Appendix B
305-3	Other indirect (Scope 3) GHG emissions	Energy & Emissions; Appendix B
305-4	GHG emissions intensity	Appendix B
305-5	Reduction of GHG emissions	Energy & Emissions; Appendix B
305-6	Emissions of ozone-depleting substances (ODS)	Appendix B
306-3	Significant spills	No significant spills were reported
Water		
303-1	Water withdrawal by source	Appendix B
Waste		
306-3	Waste generated	Appendix B
Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	Appendix C
Health & Safety		
403-8	Workers covered by an occupational health and safety management system	Employee Safety; Appendix C
403-9	Work-related injuries	Appendix C
403-10	Work-related ill-health	Appendix C

CODE	DISCLOSURE	LOCATION OR RESPONSE
Anti-Corruption		
205-1	Operations assessed for risks related to corruption	Governance; Compliance & Ethics; Appendix A
205-2	Communication and training about anti-corruption policies and procedures	Global Talent Development; Governance; Compliance & Ethics; Appendix A
205-3	Confirmed incidents of corruption and actions taken	Appendix A
Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Appendix A
Training & Education		
404-1	Average hours of training per year per employee	Appendix C
404-3	Percentage of employees receiving regular performance and career development reviews	Appendix C
Diversity & Equal Opportunity		
405-1	Diversity of governance bodies and employees	Appendix C
405-2	Ratio of basic salary and remuneration of women to men	Highlights

Discover more at [bio-rad.com](https://www.bio-rad.com)

Some statements in this Report may be forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including, without limitation, statements regarding management's goals, plans, expectations, future performance and other matters. Forward looking statements generally can be identified by the use of forward-looking terminology such as, "anticipate," "believe," "expect," "assume," "continue," "may," "will," "intend," "estimate," or similar expressions or the negative of those terms or expressions, although not all forward-looking statements contain these words. These statements are based on assumptions and expectations of future events that are subject to risks and uncertainties. Our actual results may differ materially from these plans, goals, and expectations. Undue reliance should not be placed on these forward-looking statements, and it is encouraged to review our SEC filings, including our most recent filings on Forms 10-K and 10-Q, where the risk factors in our business are discussed in detail. The forward-looking statements contained in this Report reflect our views and assumptions only as of the date of the publication of this Report. While we may elect to update forward-looking statements at some point in the future, we specifically disclaim any obligation to do so. You should not rely on these forward-looking statements as representing our views as of any date other than the date of the publication of this Report.

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