

2022

Growing with Purpose

Corporate Sustainability Report

BIO-RAD

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Introduction

Message
From Our
CEO

Highlights

2023 Goals

INTRODUCTION

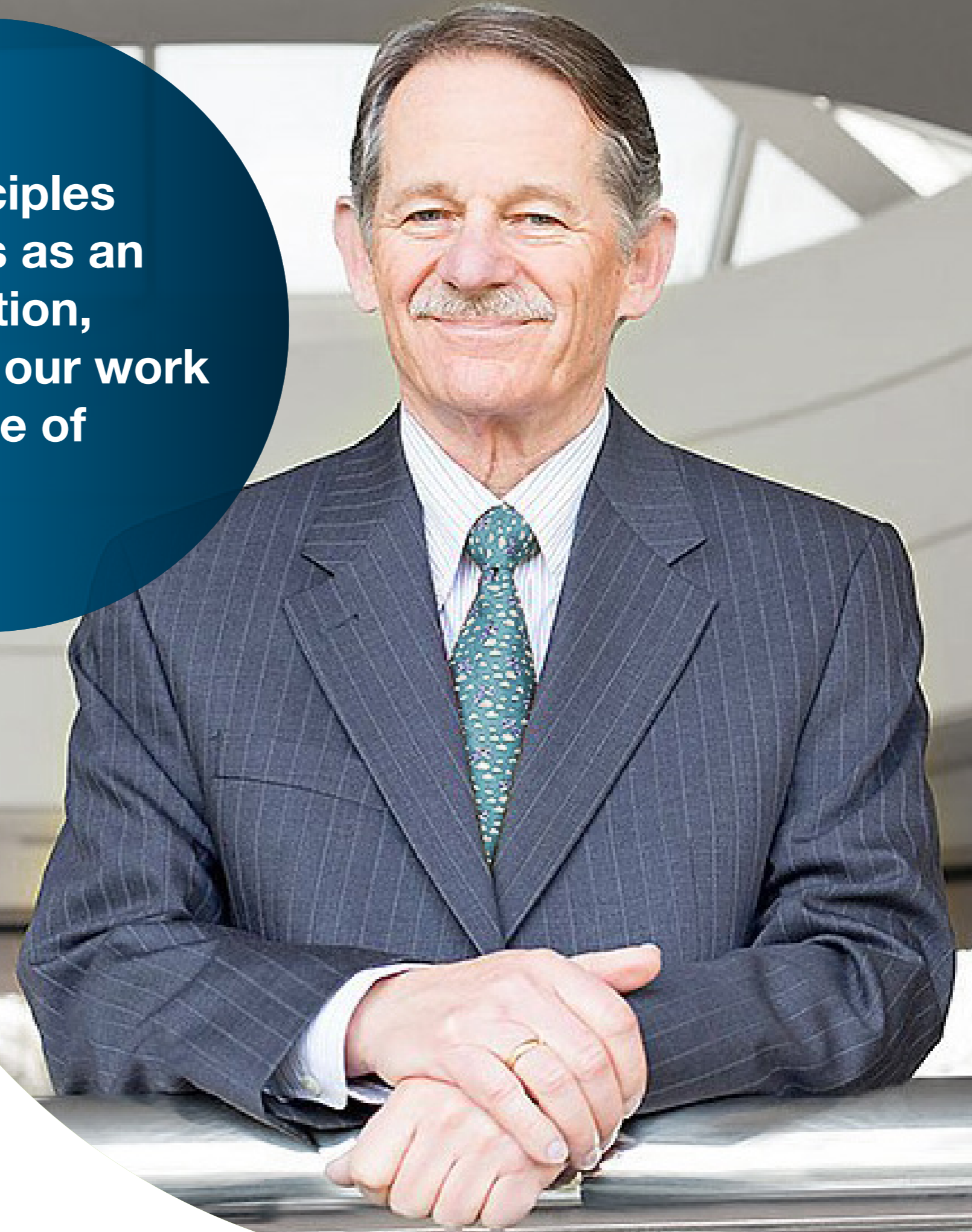
Message From Our CEO

Throughout our 70+ year operating history, our mission has been to develop products that meet the needs of our customers, helping to advance scientific discovery and improve healthcare.

As we continue to expand our global footprint, our core values of innovation, involvement, integrity and independence inform everything we do to best serve our customers, employees, shareholders and the communities where we live and work.

We strive to meet the highest standards of business ethics, while minimizing our impact on the environment, making a meaningful difference in the communities where we have a presence. Bio-Rad is dedicated to being a responsible, sustainable corporate citizen and to create long-term value for all our stakeholders.

**Our principles
reflect us as an
organization,
inspiring our work
and sense of
purpose.**



OUR PRINCIPLES

Purpose-driven mission

Develop high-quality products that advance scientific discovery and improve healthcare.

Sustainable growth

Grow the company at a rate that exceeds the growth rate of our markets through a combination of organic growth from our core business and from integrating complementary businesses that add to our strengths and allow us to better serve our customers.

Ongoing innovation

Apply innovative ideas and technology to improve the efficiencies of our organization and to accelerate the scientific discovery process in partnership with our customers across the globe.

Employee focus

Provide a stable, safe and healthy work environment where employees are inspired to think creatively and bring their ideas to life in the spirit of diversity, equity and inclusion.

Long-term view

Be responsive to market dynamics and changing customer needs, operating our company with a view of success measured in years, not quarters.

Independence

Remain an independent entity so we can define and guide our own destiny.

Our 2022 sustainability report has been prepared with reference to the Global Reporting Initiative (GRI) 2021 Standards. During the past year, we continued to make meaningful strides toward our long-term sustainability goals.

Our top five focus areas, based on an assessment we conducted in 2021, remain unchanged and include carbon footprint, operational energy, diversity and inclusion, sustainable packaging and ethics.

These focus areas continue to comprise the key elements of our long-term 2030 sustainability strategy and we are proud to share our progress throughout this report.

Meeting our sustainability goals and objectives would not be possible without the ongoing efforts of all our stakeholders. I would like to thank our employees, customers and partners for their valuable contributions and steadfast commitment to our shared vision of a more sustainable future.



Norman Schwartz

President & CEO

INTRODUCTION

Highlights

Clean Energy Production

10%
(3.8 million kWh) of all electricity

consumed by Bio-Rad's U.S. operations was produced by Hercules' solar array in its first full year of operation.

4.4
MW solar capacity

at Bio-Rad sites in the U.S. and Europe

3%
scope 2 emissions reduction from 2021 to 2022

Bronze Sustainability Rating



We are proud to have achieved a Bronze rating from EcoVadis in 2022.

Ecovadis welcomes submissions from companies in all industries to assess their current sustainability management system. As one of the world's most trusted business rating publishers, EcoVadis ratings are aligned with international standards and customized by industry to audit efforts related to the Environment, Labor & Human Rights, Ethics and Sustainable Procurement.

Best Place to Work

3
Best Place to Work Awards in 2022

- ✓ 5TH BEST PLACE TO WORK IN THE SAN FRANCISCO BAY AREA among companies of 1000+ employees
- ✓ BEST PLACE TO WORK IN BRAZIL
- ✓ BEST PLACE TO WORK IN MEXICO

Global Packaging Strategy

9
active sustainable packaging projects

Growing Supplier Diversity



23%
spent with small business subcontractors

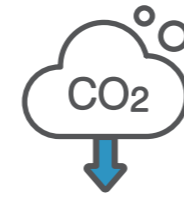
2.2%
Women-owned small business

1.3%
Small disadvantaged business

0.6%
Veteran-owned small business

INTRODUCTION

2030 Goals



Reduce Scope 1 & 2 carbon emissions by

46%

BASELINE: 2019



Purchase renewable electricity for

100%

of U.S. facilities



Ensure that underrepresented employees¹ make up at least

60%

of the workforce



Increase women in U.S. leadership² roles to at least

45%



Reduce use of non-recyclable packaging materials by

25%

BASELINE: 2022



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 (10E) and above

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



About Bio-Rad

Background

What We Do

ABOUT BIO-RAD > BACKGROUND

70 Years of Advancing Scientific Discovery and Improving Healthcare

Bio-Rad Laboratories, Inc. develops, manufactures, and markets a broad range of products for the life science research and clinical diagnostic markets. Having met as students at the University of California, Berkeley, David and Alice Schwartz founded the company in 1952 to offer products and services to life science researchers to identify, separate, purify and analyze chemical and biological compounds.



David and Alice Schwartz with their staff outside the Quonset hut housing their company, Bio-Rad Laboratories, July 1, 1955. Photo credit: Robert Lackenbach—The LIFE Images Collection/Getty Images

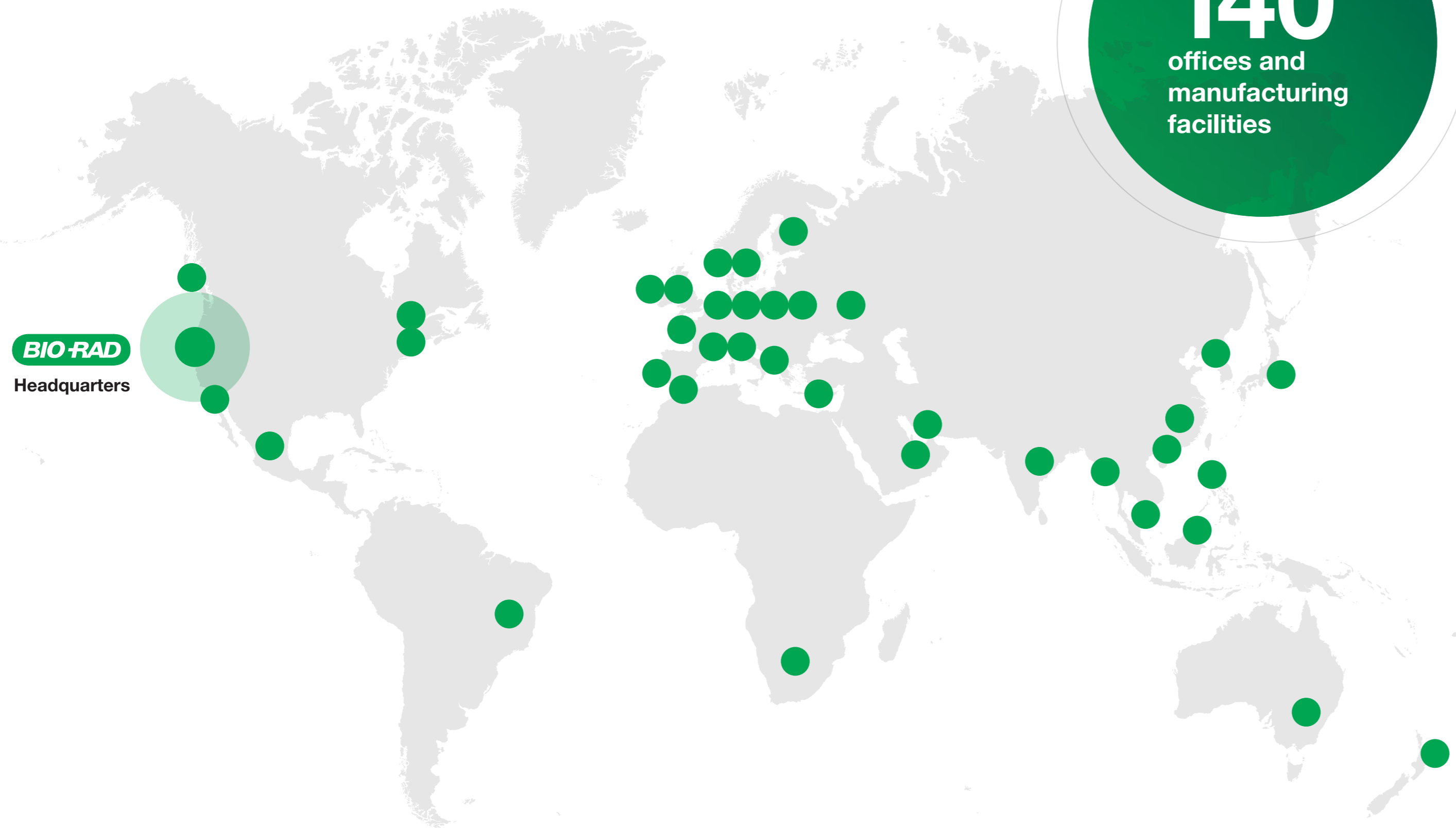




What began in a 1,600 sq. ft. Quonset hut in Berkeley, California, has grown into a global enterprise approaching \$3 billion in 2022.

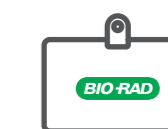
Bio-Rad Laboratories, Inc., is headquartered in Hercules, California, and its Class A and Class B Common Stock is listed on the New York Stock Exchange with the ticker symbols BIO and BIOB, respectively. Our company is recognized for its commitment to quality and customer service among university and research institutions, hospitals, public health and commercial laboratories, as well as the biotechnology, pharmaceutical and food safety industries.

OUR LOCATIONS



36

countries with Bio-Rad operations



8K+

Bio-Rad employees



150K+

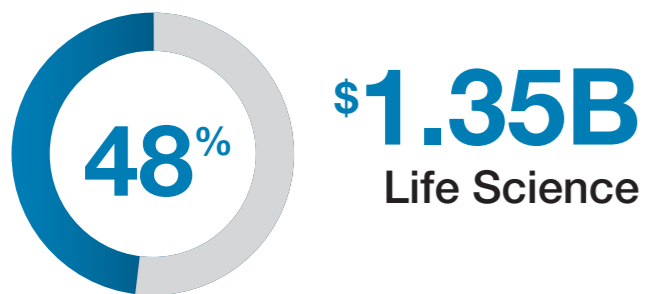
customers served today

ABOUT BIO-RAD

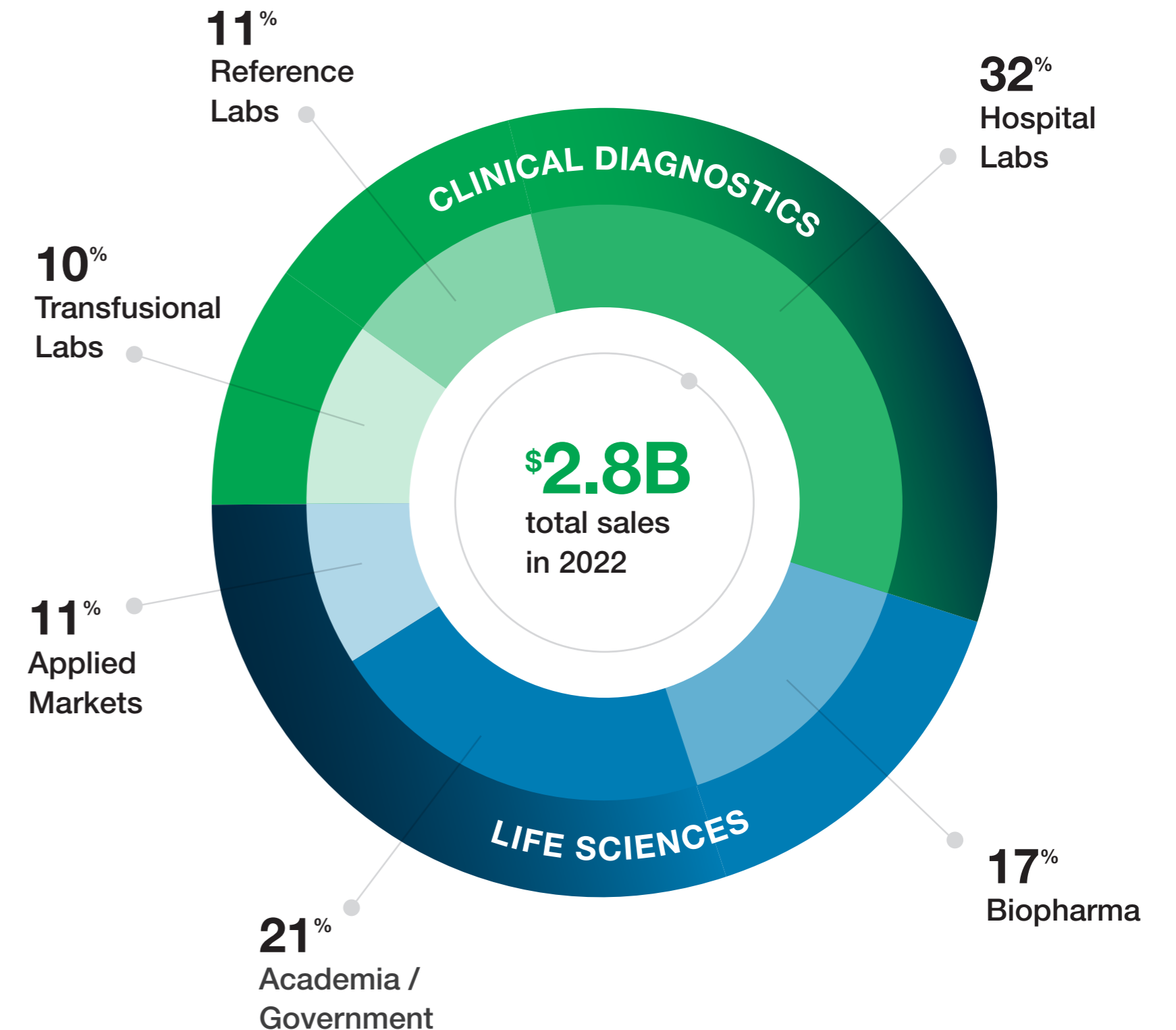
What We Do

Bio-Rad operates globally in two industry segments: life science research and clinical diagnostics. We facilitate cell and digital biology research and the study of proteins, the screening and typing of blood, and diagnostic tests for various diseases. Most of our sales are derived from a myriad of product offerings, where we maintain a leading position in the market and serve a global and diversified customer base.

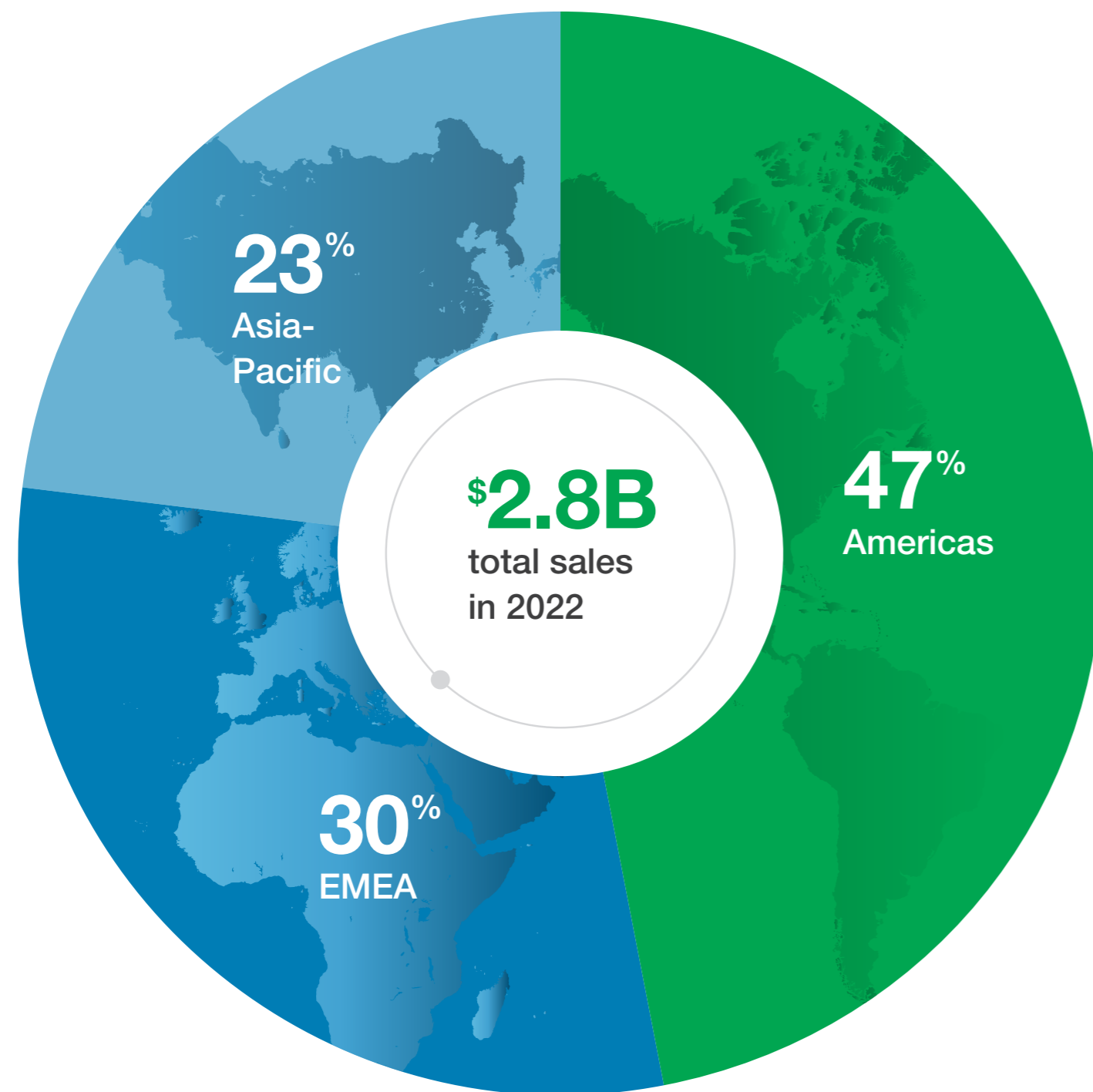
\$2.8B total sales in 2022



DIVERSIFIED CUSTOMER BASE



WORLDWIDE PRESENCE



In addition to sales from our core lines of business, we accelerate our growth organically through strategic and complementary acquisitions. In 2022 we acquired Curiosity Diagnostics, a late-stage, pre-commercial platform company developing a rapid, sample-in-answer-out diagnostics PCR system for the molecular diagnostics market.

BIO-RAD'S MISSION

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

Life Science Research

Our products and solutions are based on technologies that separate, purify, identify and analyze biological materials, helping researchers find answers to fundamental questions about proteins, genes and cells.

Protein Quantitation and Purification: Foundations of Life Science Research

Bio-Rad's offerings in this area include electrophoresis, western blotting, imaging systems and multiplex immunoassays, which help scientists determine which proteins are present and if the number of specific proteins may have changed during an experiment. These products play a role in the manufacture of biological therapeutics to treat various diseases.

10K⁺
life science
research and
clinical diagnostics
products





Digital and Cell Biology: Disease Diagnosis and Treatment

Polymerase Chain Reaction (PCR) is a laboratory method of rapidly producing and amplifying millions to billions of copies of a specific segment of DNA so it can be studied in greater detail. Bio-Rad has been a leader in PCR innovation since our first product was introduced in 1988. Today, our real-time and droplet digital PCR systems provide ultrasensitive and absolute nucleic acid quantifications. The applications for this technology span academic research, applied markets and the biopharma industry, and is a valuable tool for advancing scientific discovery and providing insights into disease diagnosis and treatment.

Food and Environmental Safety Surveillance

Bio-Rad offers products and solutions that enable food and environmental safety laboratories to implement a wide range of testing applications designed to monitor the safety of food supply chains, drinking water systems and wastewater systems.

Clinical Diagnostics

Bio-Rad's clinical diagnostic products and systems utilize a broad range of technologies to deliver important clinical information used to support the diagnosis, monitoring and treatment of diseases. We are a leader in clinical quality control products, services and information systems that help ensure the accuracy and validity of clinical test results in areas spanning blood virus testing, detection and blood typing, and the testing markets for autoimmune and genetic disorders.

Immunoematology: Enabling Safer Blood Banking and Transfusion

Determining the blood compatibility between a donor and a patient requires 100% accuracy, and clinicians need tools that help ensure a perfect match. Bio-Rad is a leading provider of blood typing products, offering a broad range of platforms, reagents and data management solutions that address different volume blood-typing needs.



SPOTLIGHT

Blood Transfusion Medicine

In 2022, Bio-Rad installed its IH-500 systems across the South African National Blood Service's (SANBS) network of blood transfusion laboratories. Our goal is to deliver high-quality and consistent lab testing across the provinces that rely on SANBS to provide blood products and services to South Africa's citizens.



SPOTLIGHT

Diabetes Monitoring

In diabetes monitoring, accurately measuring a specific subset of hemoglobin proteins provides critical information for effective management and monitoring of this chronic condition. Bio-Rad was the first company to bring a test to the U.S. market that measures hemoglobin, A1c. Today, we offer a range of diagnostic instruments, reagents, and screening assays to treat and monitor diabetes.

Autoimmune and Infectious Disease: Effective Detection

Bio-Rad's advanced technology provides researchers with testing tools and software that enable more effective detection of an expanding range of diseases. These tools and systems allow for diagnosing and treating both common and rare autoimmune disorders and infectious diseases.

Quality Controls: Accurate and Reliable Lab Results

The way a biological sample is drawn from a patient, the way it is collected, handled and stored, and the integrity of the instrument and reagents used are all critical factors in obtaining accurate and reliable results. We offer the largest and most comprehensive menu of quality controls and software products in the world; our solutions monitor and offer independent assessments of hundreds of the most widely used diagnostic tests today.



Environment

Emissions

Energy

Packaging

[ENVIRONMENT](#) > [INTRODUCTION](#)

It's Our Responsibility to Reduce Our Impact

Bio-Rad is committed to advancing scientific discovery and improving lives while continuing to prioritize sustainability across all aspects of our business. We strive to apply innovative approaches that optimize natural resources, reduce waste and use cleaner energy options across raw material sourcing, manufacturing, testing, transportation and more. While operating worldwide comes with many complexities, we are dedicated to developing better balanced and more sustainable systems that foster healthier communities and reduce our environmental impact.

ENVIRONMENT > EMISSIONS

The Link Between Human and Planetary Health

The health of our planet is directly linked to the health and wellbeing of our people. Rising greenhouse gas (GHG) emissions and changes in our climate have accelerated conditions that can impact world health and economic stability. Bio-Rad, along with our industry counterparts, is committed to reducing our GHG emissions and decreasing our impact on the planet while continuing to advance scientific discovery and improve lives.

4. Baseline: 2019



2030 GOAL

Reduce Scope 1 & 2 carbon emissions by

46.2%⁴



Our Approach to Emissions Reduction

The healthcare sector accounts for 5% of GHG emissions globally. Bio-Rad follows a science-based approach to reduce our absolute Scope 1 and 2 emissions by setting targets that align with the Paris Agreement and the United Nation's recommendation to limit global warming to 1.5°C. In addition to these targets, we have started to collaborate with many functional groups and vendors to reduce Scope 3 emissions occurring outside of our facilities.



Emissions We Control

Emissions we control include those resulting from the consumption of energy and chemicals (e.g., electricity, coolants, heating fuel) in our facilities and the emissions from our vehicle fleet’s fuel consumption. We use a four-pillar approach to meet our Scope 1 & 2 emissions reduction targets.

FOUR PILLARS

Reduce

energy consumption through facility improvements and efficient use of space

Invest

in off-site renewable energy

Increase

renewable energy use from on-site sources

Improve

vehicle fleet efficiency by transitioning to electric and hybrid vehicles

SCOPE 1 AND 2 EMISSIONS

Global location-based MT CO₂e



2022 Progress

Our Scope 2 emissions decreased in 2022 due to the installation and operation of the 4MW solar array for a full year at our corporate headquarters campus in Hercules, California.

429

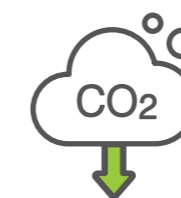
MT CO₂e

decrease in scope 2 emissions

In 2022, our Scope 1 emissions increased due to ongoing maintenance issues with our cold storage in Irvine, CA that created a loss of refrigerants with high Global Warming Potential. As a result of the increase in Scope 1 emissions, our absolute Scope 1 & 2 emissions also increased in 2022. We continue to implement emissions reduction projects across our global real estate portfolio, such as boiler replacements and on-site solar installations.

Maximizing Fleet Efficiency

Electrifying our motor vehicle fleet will reduce our emissions significantly. We continue to expand our vehicle emissions reduction program by utilizing low-emission fleet and rental vehicles in the Americas and leasing electric vehicles for our Europe, Middle East, and Africa (EMEA) teams where possible. Our first hybrid minivan order, consisting of 60 vehicles, will reach our North American fleet this year. As a result of the increased use of electric and hybrid vehicles, emissions associated with our global fleet decreased 19% in 2022.



19%

decrease

global fleet emissions

Emissions in the Value Chain

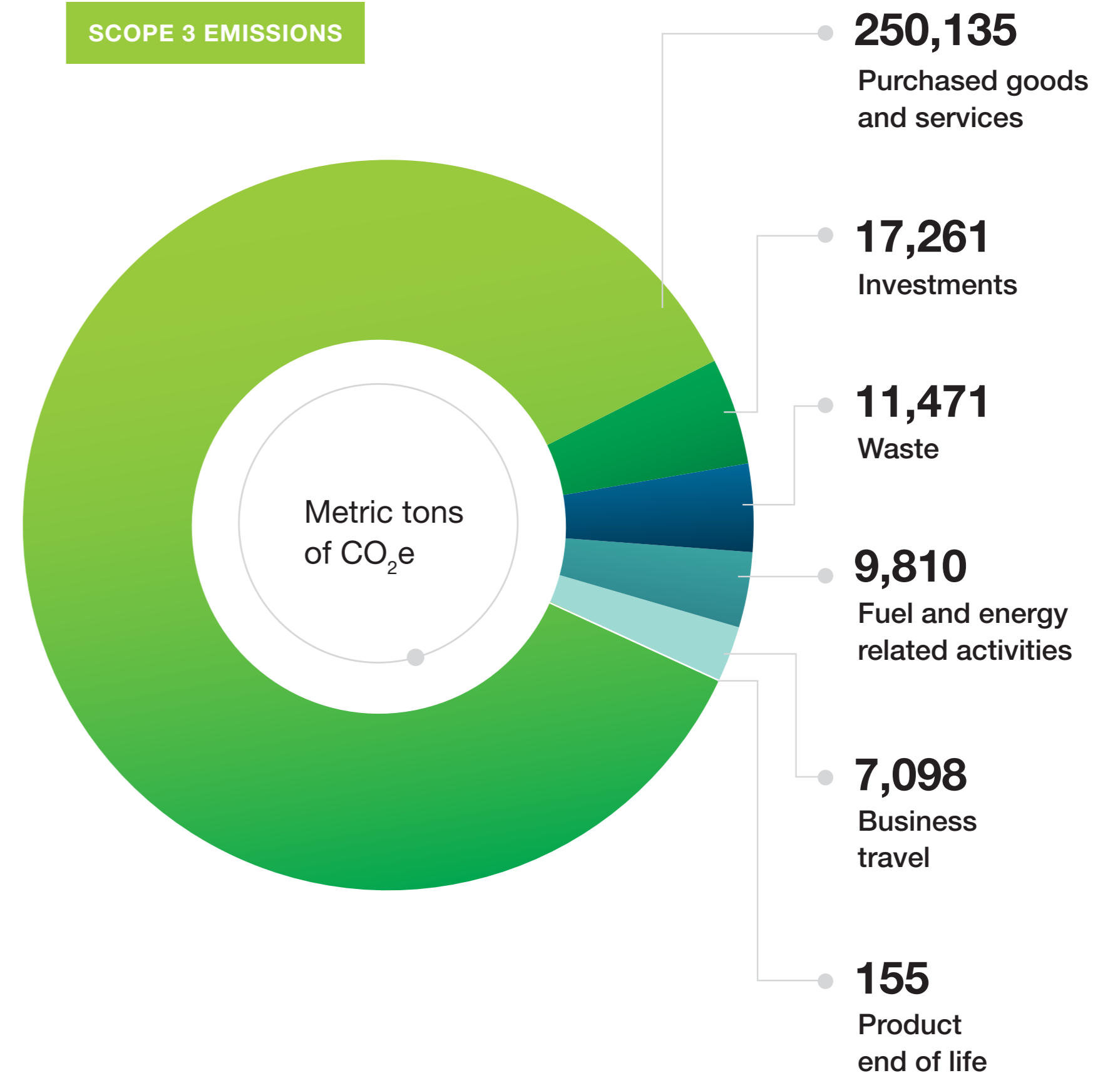
Our value chain emissions occur indirectly, upstream in our supply chain or downstream from the use and disposal of our products.

Approximately 90% of our calculated emissions are indirect (Scope 3) emissions. Our indirect emissions are dominated by two categories: Purchased Goods and Services, and Upstream Transportation. This is typical and expected for a manufacturing-based business. While we continue to focus on gathering and analyzing data for Purchased Goods and Services in order to set reduction strategies, we are currently focusing efforts on the second largest Scope 3 reduction opportunity we have – Upstream Transportation emissions created from shipping components between Bio-Rad sites and distributing products to our customers.

90%
of emissions
are Scope 3

295,930
metric tons of CO₂e
(Scope 3)

SCOPE 3 EMISSIONS



Responsible Product Shipments

Transporting thousands of products to our distribution centers and then on to customers across the globe is a complex process. Currently, more than 75% of our materials and finished goods (by weight) are shipped by air, an energy intensive and costly method. We are evaluating a potential Transportation Management System (TMS) to provide greater visibility into our value chain, enabling us to identify more cost-effective and energy efficient routes and modes of transportation. Having a TMS will also enable us to maximize our loading capacity and consolidate shipments. For example, we hope to identify additional solutions for shipping products that must stay within a strict temperature range. We anticipate a full TMS deployment in 2024.



Having a Transportation Management System enables us to maximize our loading capacity and consolidate shipments.

Challenges

As climate regulations continue to emerge across all regions in which we operate, we see an increasing need to efficiently track, manage and report our emissions data. Meeting the demand for rapid progress requires navigating the challenges of collecting and analyzing comprehensive emissions data across multiple entities and business units, worldwide locations and thousands of vendors.

Although Scope 3 emissions represent the largest opportunity for reducing overall emissions, collecting and calculating these emissions is complex and requires the input of vast numbers of internal and external stakeholders. Due to limitations in obtaining data from the value stream, for 2022 data we estimated emissions associated with 4 of the 15 Scope 3 categories and provided precise data for 2 categories.

We are still pursuing implementation of the TMS. Until we have the TMS, we will continue to manually analyze the most cost and resource-efficient routes and transportation methods for our products.

As sales territories grew over the past year, representatives drove longer distances on tight timelines, illuminating the lack of access to fast chargers in many regions. Until the feasibility for electric vehicle travel is more widespread, some business activities must use conventional transportation options.

Supply chain disruptions slowed both our product shipping strategy and our fleet electrification program. We hoped to double the number of hybrid vehicles in our fleet in 2022 but were unable to secure the vehicles needed to achieve this goal. Distribution variances due to the pandemic resulted in back-orders with a higher need for time-sensitive air shipping, as opposed to more fuel and emissions-efficient sea freight options.

Looking Forward

Bio-Rad will continue to act upon and further develop our roadmap to meet our 2030 goals. We will streamline our systems to better collect, aggregate and analyze energy and emissions data by deploying a global ESG management system in 2023.

Bio-Rad will explore opportunities across our global locations, evaluating the suitability of renewable energy projects with a focus on solar and wind solutions. We will continue to work through vehicle supply chain challenges, adding hybrid and electric vehicles to our fleet wherever possible. We will pilot electric vehicles for selected sales representatives and account managers to determine the feasibility and scope required to scale. We will also expand our on-site electric vehicle charging systems in Europe and the U.S.

Maintaining product temperature requirements and delivery timelines is more effective in certain shipping mediums. Transporting products between our distribution centers presents fewer constraints. As pandemic and supply chain restrictions continue to resolve, we plan to increase our use of sea freight transportation, which is 30-40 times less carbon intensive per mile than air freight.

Bio-Rad will continue to close gaps in our Scope 3 emissions reporting, assessing all 15 Scope 3 categories to identify those material to us. We will work with our internal stakeholders, suppliers, and customers to get accurate data and improve how we track and report our indirect emissions. We will also continue to engage with our customers on their own Scope 3 reduction goals.

ENVIRONMENT > ENERGY

Prioritizing Efficiency and Renewables Across our Portfolio

Laboratory operations, refrigeration and manufacturing require high energy use, resulting in carbon emissions, costs, and operational risk. Bio-Rad is adapting how we operate our 140+ buildings by installing new systems that manage, track and analyze our energy-intensive activities, enabling us to focus on strategies that increase efficiency, reduce emissions, boost resilience, reduce energy costs and make our business more competitive.



2030 GOALS

Improve the energy efficiency of our facilities and reduce demand on the grid.

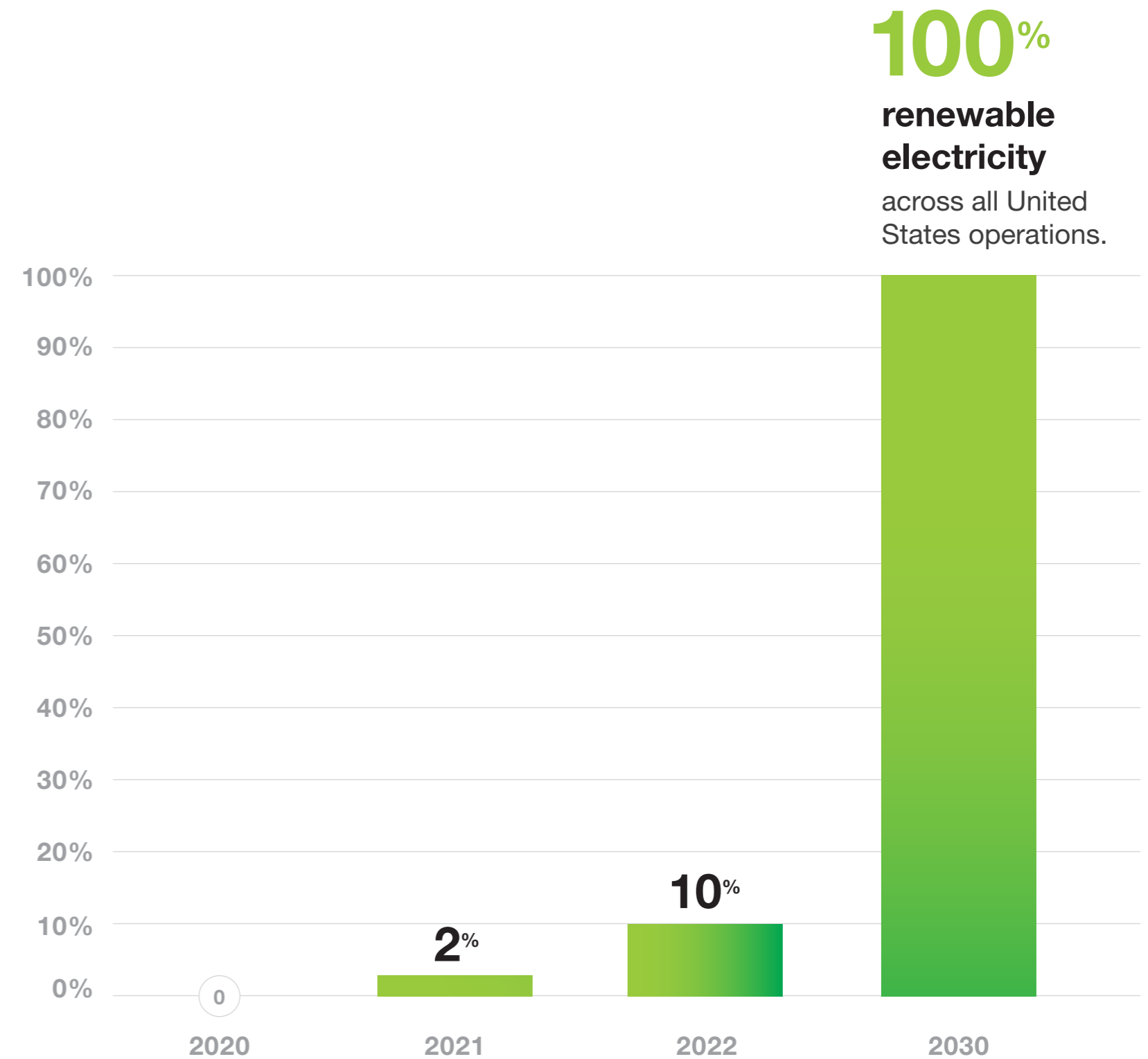


100%
renewable electricity
across all United States operations.

Energy Reduction and Efficiency Strategy

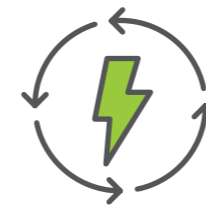
Bio-Rad’s Global Facilities Management Team oversees operations, energy upgrades to our buildings, and determines how we address global energy costs. We prioritize on-site renewable energy (wherever feasible) and energy efficiency through retrofits, system controls, and behavior strategies designed to reduce energy use and cut operating costs.

Where energy efficiency projects and on-site renewable energy are not sufficient, we seek to procure off-site renewable energy to meet our goals.

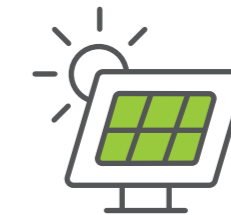


2022 Progress

Bio-Rad increased the amount of renewable electricity across our global real estate portfolio from 5% to 9% – the result of energy generated by our 4MW Hercules campus solar array, which was completed in 2021. In the U.S., we increased the amount of renewable electricity generated and used in our operations by almost 3 million kWh, moving us even closer to meeting our 2030 goal. Energy costs, resulting from the disruption to global energy markets caused by the Ukraine invasion, rose in 2021, creating additional motivation to reduce energy use. In response to the European energy crisis, Bio-Rad began educating building occupants on best-in-class behavior-based strategies for laboratories, offices and at home. Disconnecting unused equipment, employing standby-mode, and lowering thermostat settings all helped reduce energy use. Overall, we experienced an increase of 2,598 MWh in energy demand for all sites.



10%
**renewable
 electricity used**
 for U.S. operations



2.99M
**kWh increase in
 renewable electricity
 generation**
 over 2021.

Deployment of energy tracking software helps identify unintended usage spikes

leading to improved building equipment operations.

Growing More Efficient

In 2022, we conducted over 30 energy audits of our buildings in the U.S. and EMEA to support the development of a multi-year implementation plan. Bio-Rad facility energy audits identified new projects that inform our strategy for the next several years. All new projects will be evaluated for performance, prioritizing the most impactful improvements at our energy-intensive sites to optimize every kWh and reduce unnecessary costs where feasible.

Energy Tracking Software

Our Northern California real estate portfolio makes up 27% of our global energy use. Deployment of energy tracking software helps identify unintended usage spikes, leading to improved building equipment operations. The software also tracks patterns in electricity and gas usage, enabling us to improve forecasting and identification of potential energy saving opportunities.



Running on Renewables

Our second onsite solar installation was completed at the Cressier, Switzerland manufacturing site in 2022. The new solar installation composed of >1000 individual panels and covers more than 1,200 m³ (12,000 sq. ft.) across two buildings. This system is anticipated to produce approximately 20% (~400,000 kWh) of the facility’s annual electricity consumption. An additional project benefit comes from improved roofing insulation, which also reduces heating oil consumption by approximately 5-8% per year. Combined with the 4MW system in Hercules, CA, Bio-Rad’s total solar capacity has risen to ~4.4 MW. We will continue to explore additional renewable energy systems for other sites where feasible.

For locations where it is not feasible to install renewables onsite, Bio-Rad is evaluating off-site renewables as a complementary program for meeting our renewable energy and carbon emissions goals.

In addition to saving energy, systems like these fuel cells, which convert natural gas to electricity, help support the resiliency of our energy supply.



Retrofits

Replacing and upgrading systems improved our efficiency and reduced wasted energy across lighting, heating, cooling and other energy use cases. Projects in the United States and France forecast high estimates for energy savings, along with increased resiliency and a reduction in maintenance costs.



420

three-lamp fixtures replaced with LED flat panels

for life science production in Hercules, CA



115k

kWh saved annually



SPOTLIGHT

My Green Lab

Bio-Rad partners with My Green Lab, a worldwide standard for laboratory sustainability best practices, recognized by the United Nations as a key strategy to halve global emissions by 2030⁵. Pursuing recommendations through recognized standards allows us to operate more efficiently, save on energy costs and reduce waste while bringing Bio-Rad into a growing global culture of sustainability across the scientific and research industry.

Hercules, CA

Our R&D site achieved platinum certification, the second highest attainable level.

Oxford, UK

Our facility was recognized in the My Green Lab 2022 Freezer Challenge for best practices in cold storage management.

5. According to the United Nations Framework Convention on Climate Change [Race to Zero](#)

Challenges

Bio-Rad leases, rather than owns, most of the buildings we use for operations. As a result, we must navigate conditions, concerns, and compromises with building owners who may not have the drive or resources to support our energy goals. Structural issues, budget constraints and space limitations may also prevent us from adding onsite renewables such as rooftop solar.

To counter these challenges, we are hiring additional Energy Managers to oversee and prioritize improvements across large regions.

We will continue to work with our partners to identify energy-related projects as we implement multiple global initiatives to decrease our carbon footprint.



Looking Forward

To meet our energy targets for the future, Bio-Rad has many projects planned for 2023. In EMEA and North America, we are prioritizing upgrades that address thermal insulation, lighting efficiency and building heating/cooling improvements. Across our global building portfolio, we are using the results from multiple energy audits and feasibility studies to invest in lighting retrofits, HVAC improvements, new equipment installations, retro-commissioning, lighting control updates, operational optimization, thermal insulation and other upgrades.

UPCOMING PROJECTS



Solar panels

Completing a third onsite solar installation at our distribution center in Leipzig, Germany.



Asset replacement plan

Implementing a 5-year asset replacement plan to upgrade aging building assets and improve energy efficiency.



HVAC control system

Piloting an artificial intelligence-based predictive building management control system for HVAC systems to reduce energy consumption by up to 20%.



My Green Lab

Expanding the My Green Lab certification globally to include our most energy-intensive laboratories and to educate and engage facility occupants on energy conservation.

ENVIRONMENT > PACKAGING

Packaging: Material Matters

Bio-Rad produces useful, high-quality products that advance scientific discovery and improve healthcare. However, the lasting effects of non-recyclable or difficult-to-dispose-of materials add a layer of complexity to the positive impact of all healthcare products. Bio-Rad is committed to finding packaging solutions that support our business needs and reduce our impact on the earth. As we drive toward a more sustainable future, we will balance the critical functionality and protection our customers expect with the goal of prioritizing materials that reduce our environmental impact.

* Wherever feasible, specifically targeting improvements to second and tertiary packaging such as boxes or cartons, void fillers, tapes, inserts, partitions and dividers.

6. Baseline: 2019



2030 GOALS

Eliminate undesirable and non-recyclable materials

Reduce use of non-recyclable packaging materials by **25%**⁶

Integrate sustainability considerations for packaging during new product development.

Reduce material use by packing and shipping more efficiently.*



Global Labeling and Packaging Strategy

In 2021, we established our Global Labeling and Packaging program, based on the results of a comprehensive market research study that revealed valuable information about customer preferences, such as the importance of shipping box recyclability. These insights now inform how we pursue labeling and packaging improvements.

2022 Progress

Initiated in 2022, the Global Labeling and Packaging program currently manages nine active green packaging projects and has identified nine additional projects to be initiated over the next three years.



9

active green
packaging
projects

Foam and Plastic Elimination

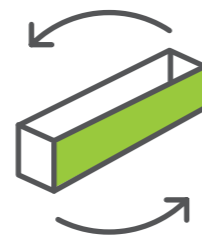
We are seeking replacements for plastic and foam inserts in two of our product lines. Replacements include eco-friendly chipboard boxes and molded pulp, both of which are plastic-free and recyclable.



3

plastic-free, molded pulp components

replaced five plastic components in our D-10 diabetes kit.



100%

post-consumer waste content

deployed in molded pulp packaging



SPOTLIGHT

D-100 Consumables Packaging Project

Bio-Rad is exploring ways to replace current packaging materials with more sustainable alternatives. A great example is the D-100 product line, which required foam inserts to protect products during shipping. While these provide suitable protection for transportation and storage, we wanted to address the less satisfactory features of this material's non-recyclability or biodegradability.

Molded pulp, made from 100% reclaimed/recycled fiber, protects products during shipping and is recyclable. Switching to molded pulp inserts for D-100 bottles and using a common box for all three items saves money and alleviates the burden of waste on the environment and our customers.

Packaging Consolidation & Automation

Bio-Rad is taking steps to consolidate the number of components per package and reduce the amount of plastic sent to customers. We are also working with equipment manufacturers to develop a highly automated packaging system to reduce inefficiencies that lead to more waste. As the proposed changes are evaluated for their performance in preserving product integrity and conforming with all regulations, we expect to continue transitioning our packaging materials over the next three years.

Cold Storage Shipments

Environmentally friendly cold shipping options are being evaluated and tested to meet performance requirements.

Eco-friendly Printing

Another key component in traditional packaging is the use of hazardous materials in printing. We are addressing this through newly established graphic design guidance to use aqueous inks and coatings.

CARTONIZATION PLAN



2022

Packaging improvements analyzed



2023

Continue product transitions to new design



2024

More than 50% of products will complete transitions



2025

Another 30% of products will complete transitions

Challenges

To understand what packaging improvements can be made, we need to develop a baseline of current materials. However, collecting and collating data and characteristics of the secondary and tertiary packaging Bio-Rad purchases from suppliers is a challenge. We experienced a delayed start in establishing our baseline in 2022 due to numerous competing global supply chain projects. This lack of data prompted the launch of a supplier survey to identify the composition of our purchased packaging materials. We aim to collect and compile all data to develop a baseline in early 2023.

Much of our packaging is required to meet temperature specifications for both regulatory requirements as well as for superior product protection and storage. This added layer of complexity necessitates careful evaluation, testing and validation of new materials to ensure our products meet our strict quality standards. The time required to address these concerns lengthens the time we can transition product lines to packaging alternatives. Additionally, like many companies, we have experienced labor shortages and supply chain disruptions that slow progress on many projects.

Looking Ahead

Our upcoming year will begin with multiple projects, including the completion of our packaging materials baseline and potentially implementing more automated equipment. Once these steps are accomplished, we will determine exact material transition plans and roll out new, more efficient carton designs.

As supply chain disruptions are expected to lessen, we plan to make significant progress on our nine active projects and continue to adapt our packaging to protect our high-quality products and meet our sustainability goals.

3

People & Communities

Benefits & Compensation

Talent Development

Diversity & Inclusion

Health & Safety

Community Involvement

PEOPLE > INTRODUCTION

Our People and Communities are the Cornerstone of Bio-Rad

The global success of Bio-Rad is directly tied to the extraordinary work of the many individuals who make up our company. Our people are our greatest asset, and we all share a commitment to pushing the boundaries of science and helping people everywhere live longer, healthier lives.

This year, we continued to grow a workplace culture of inclusivity, fostering professional growth opportunities for team members at every level. We deployed new ways for teams to share their experience, expertise and ideas on how to improve our company. We encourage employees to take part in highly impactful opportunities to give back to their communities by championing education, research, accessibility, mentorship, disaster relief and social good.

Our 2022 efforts show that Bio-Rad is committed to our people and communities, and while we may be a large, publicly traded company, we are a unified team that pushes each other to do better each day.

PEOPLE > BENEFITS & COMPENSATION

Investing In Our People

Bio-Rad's practice of building careers with purpose and impact starts with giving our employees the tools, experiences and flexibility to follow a path that supports their ambitions now and for the future. We offer a high quality, easy-to-use and meaningful benefits portfolio that can be personalized to meet diverse needs.

We understand that personal wellbeing is closely aligned with engagement. As part of our ongoing efforts to keep workplace satisfaction high and minimize attrition, we promote healthier outcomes through a holistic foundation that fosters personal growth, development, inclusivity and engagement.



We invest in our teams to stay competitive across our industry and to recruit, enhance and retain top talent



We pay each employee appropriately based on skills, performance, experience and location, regardless of race, gender and other non-performance related attributes.



Engaging our Teams Holistically

We deliver programs that add value to the overall health, wealth and satisfaction of our global workforce. Along with localized programs, our benefits portfolio is aligned to the unique needs of our employees and enables our teams to leverage their talents and passion to perform their best work at Bio-Rad⁷. We focus on advancing our flexible employee wellness workplace strategies into a competitive, holistic framework of programs tied to our Total Rewards program.

Compensation and Benefits Strategy

We offer a competitive total rewards program consisting of broad-based salary and bonus plans, and annual stock grants for management level employees. We advance pay equity as an integral part of our compensation strategy. We have established ongoing processes and protocols to help us pay each individual employee appropriately based on skills, performance, experience and location, regardless of race, gender and other non-performance related attributes.

⁷. See Appendix C for full Benefits and Compensation information.

COMPENSATION AND BENEFITS

● Denotes global offering



PROMOTING

Health and Wellness

- Medical, dental, and vision ●
- Employee assistance program ●
- Mental health platform
- Global travel assistance ●
- Wellness challenges and resources
- Onsite ergonomic workstations ●
- Health plan discounts
- Onsite healthy food options
- Caregiver support
- Fertility benefits (2023)



FOSTERING

Growth and Development

- Diversity and inclusion initiatives
- Virtual and in-person learning academy platform
- Career development ●
- Formal mentorship opportunities
- Tuition assistance ●
- Volunteer time off ●
- Community mentorship program ●
- Employee resources groups



CREATING

Work-Life Balance

- Paid time-off vacation ●
- Sick days ●
- Paid company holidays ●
- Flexible working opportunities
- Formal statutory leave of absences



BUILDING AND PROTECTING

Your Wealth

- Retirement Plan ●
- Profit sharing ●
- Employee stock purchase ●
- Life and accident coverage ●
- Disability coverage ●
- Business travel accident ●
- Legal assistance ●
- Health savings account
- Flexible spending accounts
- Income protection plans
- Student-debt relief benefit
- 529 college savings plan
- Employee referral program ●
- Donation matching program
- Rewards and recognition ●
- Paid child bonding leave benefits

Performance Review & Appraisal

At Bio-Rad, we assess employee performance based on key performance indicators through ongoing feedback, mid-year reviews and end-of-year reviews. Managers can recognize outstanding performance and address areas for improvement and employees can celebrate their successes and define their development goals throughout the performance year. We believe that both acknowledgment and critical feedback ensure clarity on performance goals and ongoing performance discussions motivate employees to both elevate and enhance their performance.

Building Careers with Purpose

We take pride in a company culture that encourages employees to embrace an entrepreneurial spirit while contributing to our mission. Bio-Rad employees can build a career with purpose and grow as part of a diverse, global team that is rooted in trust and collaboration. As a result, many of our employees establish long, rewarding careers with us.



89%

of employees worldwide

completed annual self-assessments and received annual performance appraisals.



100%

of employees

are linked to individual goals and objectives.



1/3

of Bio-Rad employees

have been with us for at least 10 years.



PEOPLE > TALENT DEVELOPMENT

Enhancing and Developing Our Teams

A Culture of Learning

We take responsibility for offering the structure, resources, and systems that enable employees to explore multiple avenues of growth, such as moving vertically into a new position, investigating roles in a different business unit, or seeking additional experience and enrichment in a current role. Providing opportunities for growth and development is an important component to retaining our employees and attracting top talent within our industry.



We aim to create a robust global learning culture where every employee, regardless of level or position, can excel and thrive.



2022 Progress

Bio-Rad Learning Academy

In 2022, we established the Bio-Rad Learning Academy. This program is designed to promote teamwork and collaboration, and to leverage the “ONE” Bio-Rad approach to learning, which is aligned to strategic focus areas for the company. Four levels of progressive learning within six critical business skills support our business transformation goals. Each of the six skill tracks include a variety of self-guided modules and instructor-led workshops designed to align our employees with Bio-Rad’s strategic direction while improving general business skills.



10%
of all employees globally

have advanced through at least **one** level of the Bio-Rad Learning Academy.



4%
of all employees globally

have advanced through at least **two** levels of the Bio-Rad Learning Academy.

Bio-Rad Learning Academy Curriculum

The Learning Academy framework is centered on critical skill tracks across four levels of learning. This scalable curriculum is aligned to key competencies and supports engagement, retention, and recruiting. We identified these skills as critical to support Bio-Rad’s long-term strategy and business transformation goals worldwide. These skills will be revisited each year to ensure relevance and validity.

CRITICAL SKILLS

- ✓ Financial and Business Acumen
- ✓ Continuous Improvement
- ✓ Collaboration Across the Matrix
- ✓ Change Management
- ✓ Presentation Skills
- ✓ Leadership and Management



“The Learning Academy has allowed me to broaden my perspectives on business fundamentals in bite size pieces. Defaulting to older assumptions or approaches is an easy path to follow, however expanding my tool kit (of knowledge and approaches) has helped me not only to uncover blind spots but to also comprehend, interact, and communicate more effectively.”

—BIO-RAD EMPLOYEE



SPOTLIGHT

Innovation Exchange

Each year, our scientists gather for a two-day Innovation Exchange. During the multi-day event, employees present their research and projects and hear from keynote speakers and panelists. The theme of 2022 was “Sustainability,” and employees were challenged to think about how to make their own products, projects and lab operations more sustainable. Due to the COVID-19 pandemic, the 2022 event was held both virtually and in person to accommodate our global employee base.

Training Across All Sectors

Bio-Rad offered LinkedIn Learning to all employees globally in 2022 via Degreed, our social learning platform. We surpassed our initial goal of engaging with 35% of our employees, and participation continues to grow. We also offer secure technical and compliance training to address any skills and knowledge gaps, and specific tracks for current and aspiring managers provide an opportunity to develop leadership styles and skills. Bio-Rad offers educational assistance benefits and reimbursement for expenses associated with career development plans. Our Talent Development team partners with educational institutions to deliver additional training opportunities.

3,800+

employees

activated on LinkedIn Learning globally.

64%

activation rate

surpassing 35% 2022 goal.

In addition to the learning and development opportunities offered by our Global Talent Development team, each of Bio-Rad’s primary business units offers training courses and programs that are tailored to the specific needs of its employee bases.

HIGHLIGHTS

- ✓ Educational programs, trainings, and workshops to equip employees with knowledge, skills, and tools that help drive business results.
- ✓ LEAN fundamentals to reduce waste and increase efficiency.
- ✓ Project Management & Change Management skills and workshops.
- ✓ Job Rotation Program that enables employees to develop new skills and a broader understanding of operations and programs by rotating jobs within departments and focusing on cross-training opportunities between roles.

Challenges

The Global Talent Development team balances training and educational solutions while also providing resources that help advance our employees' career development. To provide content that aligns with our business and meets the needs of our teams, we regularly survey participants after each completed training program. Our Human Resources colleagues and key business leaders identify learning needs, provide recommendations and design targeted solutions based on this feedback. Our biggest challenge continues to be that both employees and leaders have limited time to fully leverage all available learning opportunities.

Many companies grappled with the “great resignation” phenomenon of 2022. To stay competitive with similar organizations, we support our employees through engagement and benefits that address burnout and other mental health challenges. Helping our employees maintain a high-quality work/life balance encourages them to grow their careers with Bio-Rad.

Looking Forward

In 2023, we will execute the next levels of our Learning Academy and grow our participation rate across all global teams.

We will continue to seek out multinational learning providers who can support our need for diverse language offerings across classroom learning, virtual live sessions or digital offerings.

In the coming year, we will also launch new mentor programs in many of our divisions across the globe. Mentorship programs will also become cross functional to further enhance career exploration, networking, and collaboration across the company.

Our goal over the coming year is to achieve 2,000 completions in Level One of the Bio-Rad Learning Academy.

PEOPLE > DIVERSITY AND INCLUSION

Strengthening Our People and Our Company

Bio-Rad’s Diversity and Inclusion (D&I) program provides the foundation to not only attract the best employees but to allow them to flourish in a supportive environment. Our Employee Resource Groups (ERGs) promote inclusion and were designed to support the unique needs, perspectives and potential of all our employees. We value and respect what each person brings to Bio-Rad. Our commitment to D&I increases employee engagement and builds trust.

8. Leadership roles are defined as Manager 10E and above

9. Underrepresented categories include Black, Hispanic, Asian, Two or More Races, and Other



2030 GOALS

Increase women in U.S. leadership roles to at least

45%⁸

60%

of our U.S. workforce

made up of underrepresented employees⁹

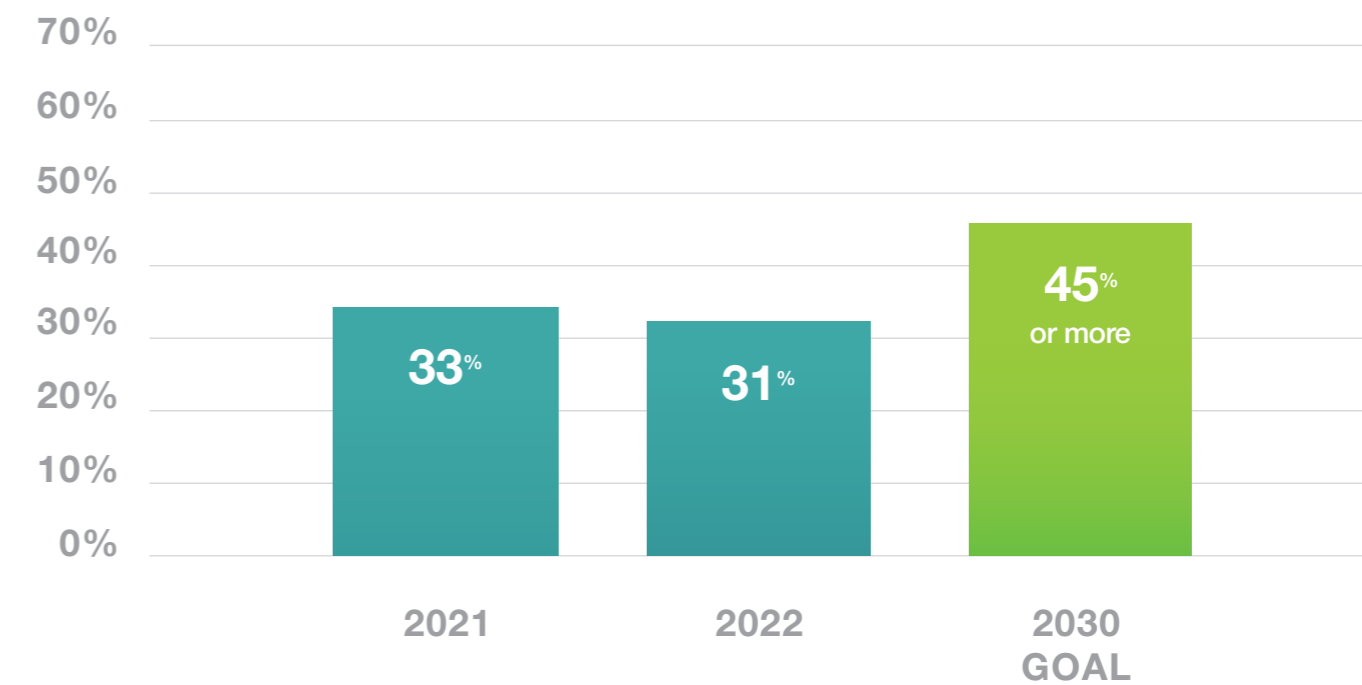


Achieving a Culture of Diversity and Inclusion

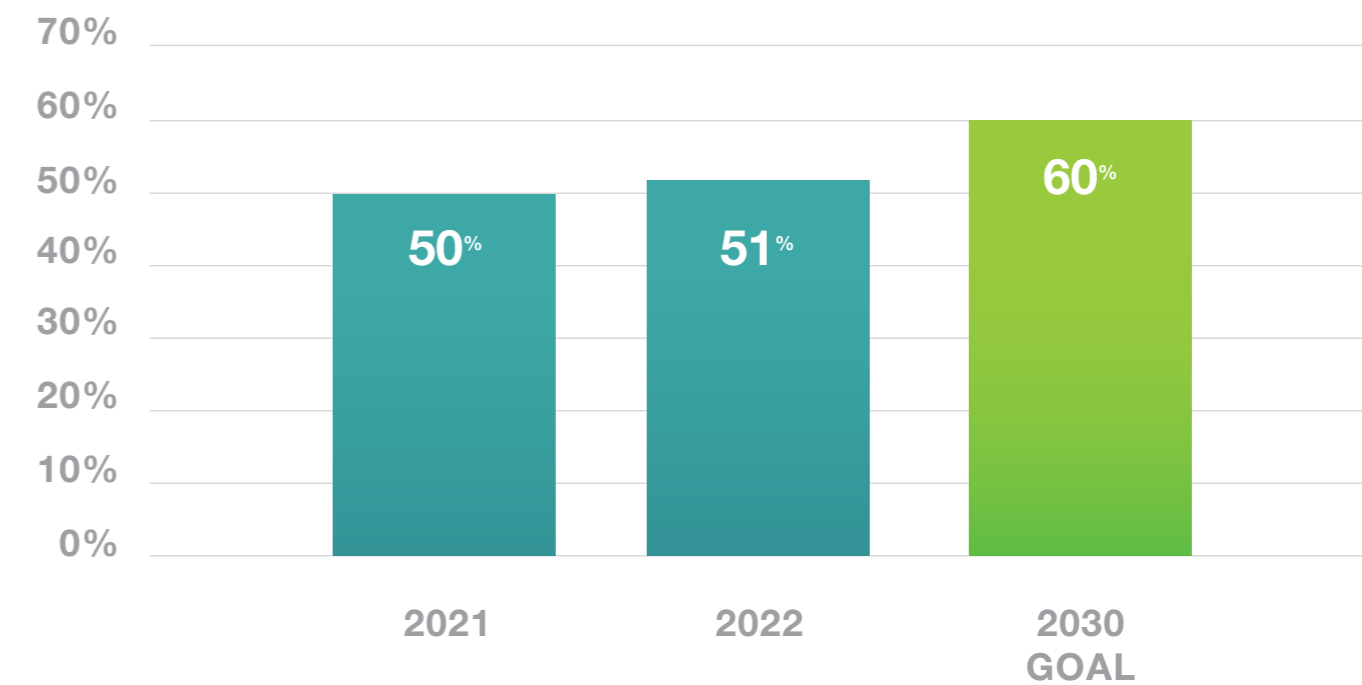
Bio-Rad is committed to continuing to build a more diverse and inclusive work culture for team members at all levels of the company. The programs we develop focus on cultural events, supportive ERGs, inclusive strategies for professional development and mentorship opportunities, and reimagining recruitment and retention efforts. Expanding each of these efforts in the coming years will accelerate progress to meet our 2030 goals.

An inclusive and diverse work environment broadens our perspectives, helping Bio-Rad become more competitive, more innovative and more resilient.

WOMEN IN U.S. LEADERSHIP ROLES



UNDERREPRESENTED EMPLOYEES



2022 Progress

We experienced a decrease in the number of women in leadership positions due to a normal flux in employees leaving the organization. There was a slight uptick of underrepresented employees that could be attributed to new external recruitment efforts.

Our 2021 and 2022 D&I surveys revealed both strengths and weaknesses around program visibility among employees. Employees would like to see a stronger alignment between D&I and the overall goals and objectives for the company. To address this, Bio-Rad developed initiatives that allow us to track our diversity progress at a strategic and executive level. In 2022, we launched a five-pillar approach to ground our internal and external initiatives.

FIVE-PILLAR APPROACH

- ✓ Community Involvement
- ✓ Employee Resource Groups
- ✓ Mentorship
- ✓ Professional Development
- ✓ Recruitment and Retention

In each of our five pillars, D&I action plans are endorsed by our EVP, Global Human Resources, and other senior leaders to help us achieve our 2030 Goals. Today, a wide range of contributors lead our achievements, including our voluntary D&I Task Force Champions.

51%
of current U.S. workforce
is made up of underrepresented employees.

163
employees
volunteer to actively support Bio-Rad's D&I initiatives.

Bio-Rad developed initiatives that allow us to track our diversity progress at a strategic and executive level.

Employee Resource Groups

Our Employee Resource Groups (ERG) were established to promote our D&I mission and culture. In 2022, we launched the Women's Employee Resource Group (WERG), designed to help create inclusive environments that support and encourage women to advance their skills and leadership potential through connection, mentorship, collaboration and discussion.



Inclusive Events

In 2022, each ERG hosted an inclusive event to celebrate and educate Bio-Rad employees on the richly diverse cultures within our organization.

Mental Health Awareness

Three-day event providing supportive resources.

Juneteenth

Virtual celebration to commemorate the power and resilience of Black Americans, who have endured generations of oppression in the ongoing journey toward equal justice and equal opportunity in America.

Pride

Virtual event celebrating lesbian, gay, bisexual, transgender and queer social and self-acceptance achievements and pride.

Celebration of Hispanic American Culture

Internal and external presentations with curated food that showcased Hispanic culture.

Learning Day Live

A daylong U.S. program promoting diverse learning styles and inclusion in the workplace.

SPOTLIGHT

Building Community Through ERGs

Allyship Group

A place where under-represented 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.

Green Team

Educates and engages employees in sustainability best practices and environmental stewardship.

Women’s Employee Resource Group

Newly launched in 2022, WERG develops and creates opportunities for women via networking, mentoring, and leadership development.



Bio-Rad women leading our company forward at the North American Sales Meeting.

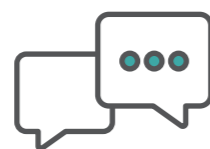
Bio-Rad supports a variety of ERGs led by volunteers, who help us build a supportive and inclusive network within our company. We are proud to recognize their efforts to promote connection and awareness across all our departments and teams.

Mentorship

In 2021, we initiated a D&I Mentorship pilot program to transfer the knowledge, skills, and experience of current employees and leaders to support continuous growth and development for all employees. In 2022, our Human Resources team utilized this format to launch global mentorship programs within our Life Science, Clinical Diagnostic, Regulatory Affairs and Quality Assurance, Global Human Resources, Global Information System and Commercial Operations functions. Each business unit’s mentorship program explores career development, identifies emerging leaders, and promotes diversity and inclusion.



5
new global
membership
programs



106
new
mentors



123
new
mentees

Professional Development

Our D&I Task Force has helped us create a thriving professional development effort that meets the needs of our underrepresented employee populations, resulting in highly engaged employees who will continue their growth at Bio-Rad. Several D&I programs support this goal.

DEVELOPMENT PROGRAMS

Learning Course Chats

Lunch and Learns

Executive Speaker Programs

Library of Learning



Recruitment & Retention

Bio-Rad expanded our D&I recruitment and retention efforts in 2022 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 interviewing, hiring, and retaining candidates. In 2022, we began working with external website vendors and historically black colleges and universities (HBCUs) to recruit candidates and enhance our talent pool.

We improved our recruitment communications efforts through clear, inclusive job postings with a keen focus on where openings are posted. We continued to encourage employee referrals and leveraged the D&I Task Force for input on targeting networking groups, job boards and niche sites, in addition to sharing D&I events on social media.

We are still in the initial stages of developing these strategies, but there is already an increase in diverse applicants, interviews and activity on our LinkedIn and recruitment sites. We will continue to expand our relationships with diverse groups, niche organizations and HBCUs with the goal of attracting more diverse, qualified candidates interested in a career at Bio-Rad.

Challenges

Connecting the value of D&I to our overall company goals requires diligence and time to reach so many in such a large organization. In 2023, the D&I Task Force will collaborate with our Executive leaders to establish new D&I corporate business goals and metrics to track progress towards our 2030 sustainability benchmarking goals.

Executive messaging and increased advocacy from our Bio-Rad Human Resource Directors will help amplify and promote our D&I efforts to all employee groups.

We are working to transform our current and near-future programming into an inclusive initiative that meets the needs of our global workforce. Current D&I strategies are specific to our North America offices. We will need to incorporate different regional contexts to find the most effective strategies for driving inclusion before extending these programs internationally.

Our initiatives across all five pillars advance much of our D&I strategies directly to underrepresented employees. However, all ERGs, celebratory events, and D&I mentorship activities are voluntary to join. We do not have direct control over the applicants and attendees.

Looking Forward

Progress toward D&I goals at Bio-Rad will require deeper partnerships and collaboration with our senior leaders and task force members in 2023. We will tap into the needs of our business groups to create pipelines for advancement through our recruiting tools and strategies. We will continue to expand our reach through new relationships with diverse organizations and advertise opportunities through specialty LinkedIn groups such as Women in Bio, The Life Science Group, and Life Science Professionals. In 2023, we will begin evaluating expanding our program globally by hiring D&I leadership in Asia and EMEA. This expansion will require a deeper understanding of country-specific needs and cultural sensitivities present in our non-U.S. populations.

Progress toward our D&I goals will require deeper partnerships and collaboration in 2023.

PEOPLE > HEALTH & SAFETY

Global Wellbeing Across Our Entire Enterprise

Bio-Rad houses a variety of work environments, including research and development, large-scale production laboratories, instrument and hardgoods manufacturing, packaging lines, distribution centers, field service centers, offices and more. Some sites may include potential exposure to biological materials and industrial equipment, and many of these operations require the safe handling, storage and disposal of hazardous materials. The advancement of scientific discovery and improved healthcare through high-quality products and services can only be accomplished through the safe management of potential hazards in our operations, ensuring environmental, health and safety excellence for our employees and communities.



Ensuring safety for our employees and communities.



Global safety processes, including more employee participation in inspections and audits, were highlighted as opportunities for greater employee involvement.



Listening to Our Employees

Feedback from our employees is one avenue we use to prioritize improvements in leadership structure, training practices, and engagement strategy. Health and Safety topics were presented in our 2022 Employee Engagement Survey, as well as our first-ever 2022 Global Safety Culture Perception Survey. The result from these surveys drives our newer focus on improving engagement, recognition and communication.

86%
of our global employees agreed that “Bio-Rad is committed to employee safety.”



11%
of employees are neutral.

3%
of employees disagree.

Global Safety Management and Training

To manage the various operations from a health and safety standpoint, Bio-Rad assigns Environmental Health & Safety (EHS) professionals to each of our regional locations, whether it is manufacturing, distribution or office space. The EHS team advises and assists site managers who are responsible for the development, implementation, and oversight of EHS programs. Regional EHS leads report to a global EHS organization to ensure the same level of safety is applied to all facilities globally.

Our EHS team consists of specialists in industrial hygiene, ergonomics, biosafety and hazardous materials. If we need additional expertise, we contract EHS projects based on location, requirements and requisite skills. For example, in the U.S., our consultative services include regulatory compliance assistance programs to address OSHA and EPA-related responsibilities across research, facility and service environments.

All personnel are responsible for performing their work in accordance with the **Bio-Rad Global Health and Safety Policy**. Employees, contractors and contract employees receive comprehensive health and safety orientation covering potential hazards and required programs for the operations performed at their worksite. Employees also receive recurrent training annually or when they change job duties, which includes a review of safety basics and specialty areas, such as accident prevention, emergency response, advanced chemical and biological safety, ergonomics and code of safe conduct. Specific training programs are tailored for regional requirements, including Personal Protective Equipment and engineering controls, specific operational needs, or targeted hazard classification, all of which are based on comprehensive risk assessments of work requirements and environments.

2022 Progress

We designed and deployed an EHS project management process in 2022 to support EHS goals and objectives globally and to enhance and standardize employee safety, environmental protection and sustainability practices.

Project and process improvements would not have been possible without transforming our EHS priorities to meet Bio-Rad's global needs.

2022 ACCOMPLISHMENTS

Published the Bio-Rad Global Health and Safety Policy and Global Environmental Policy to communicate a globally unified EHS message.

Expanded our comprehensive emergency communication program to rapidly notify employees during extreme weather situations, site power outages, or to activate local emergency response teams to all sites in the Americas.

Enhanced our Business Continuity Planning by integrating the emergency communication process and through extensive tabletop exercises.

Identified an area of excellence at our Brazilian and European sites in 2022 that will be the foundation of an emerging 2023 Bio-Fit industrial stretching program.

Measuring and Improving Employee Safety

Corporate safety goals are monitored through periodic management review. We track occupational safety data monthly at all sites to expand on best practices and ensure proper safety standards. While zero accidents are preferable, our goal is to maintain injury and illness incident rates well below the industry average. Our metrics, goals and statistics include regular employees as well as those not directly employed but whose work or workplace is controlled by Bio-Rad.

Employees are trained to immediately report relevant occupational accidents to their supervisors and to EHS for incident assessment, which is followed by the addition of other safety measures as needed. This reporting practice is mandatory across manufacturing, warehouse, sales, office, research and development and customer service facilities around the world. Many manufacturing sites implement a Daily Management meeting to drive preventive and corrective actions. Issues identified on the production floor or other areas are brought to management's attention. Mitigation tasks are initiated and assigned during the daily rounds.

Employees are urged to report unsafe conditions in their workplace and to work with management to eliminate them. We provide multiple options to facilitate efficient and effective action, including onsite programs for Gemba walks, daily safety checklist reviews, One-Up and 6-Sigma suggestion programs and online in our new Safety Communication portal.

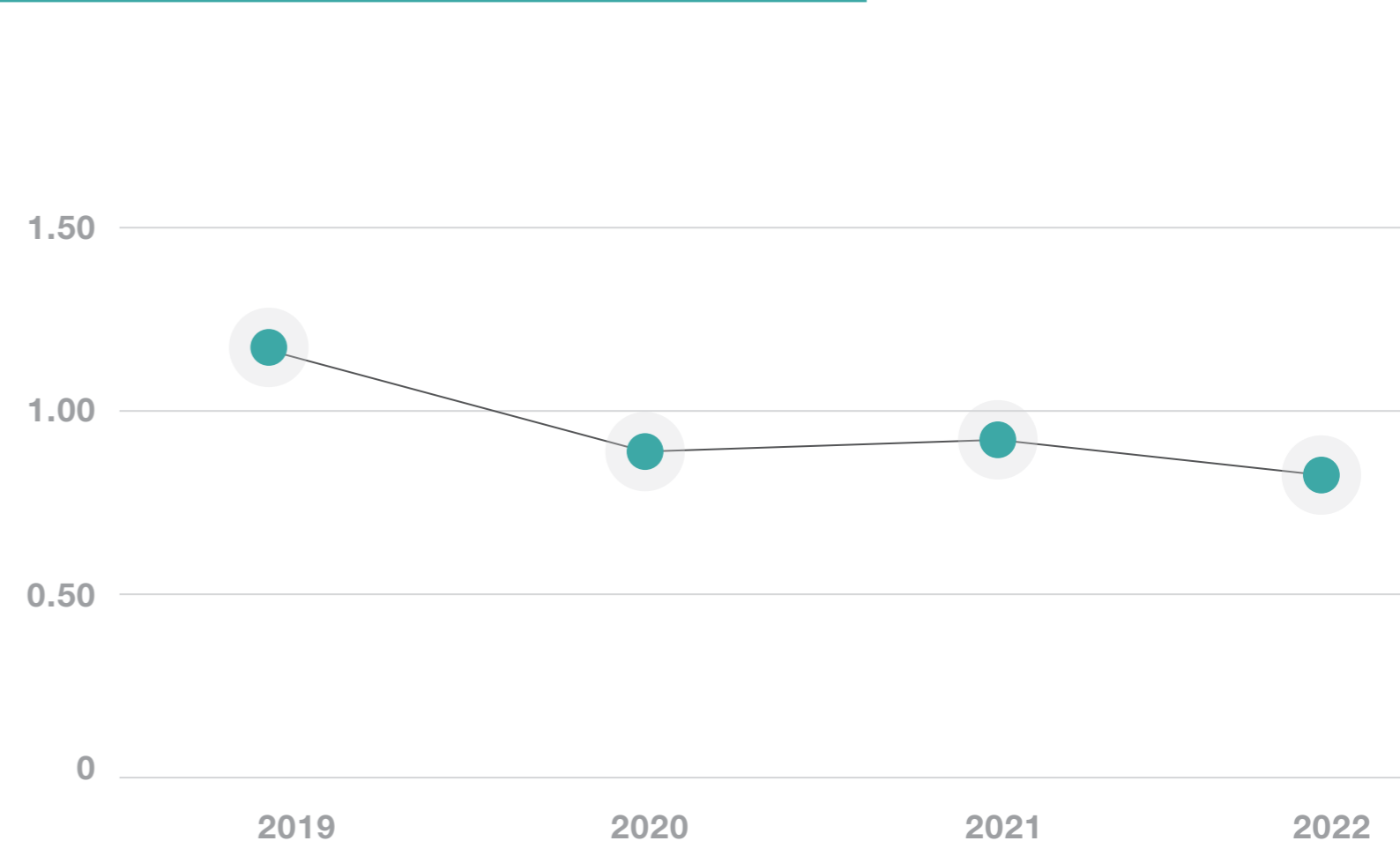


Safety Performance

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. Bio-Rad’s work-related injury rates that result in Days Away, Restricted or Transfer of job duties¹⁰ (DART) are significantly lower than the industry rate¹¹, and we proactively establish goals to further reduce them.

In 2022, Bio-Rad set a global injury rate goal below the average for the sectors that we work in (Manufacturing, Transportation, Professional Services). Our global injury rate was below the set goal, keeping our DART performance below the sector average with no fatalities. We keep our incidence rate low through worksite hazard evaluations, workplace safety surveys, safety equipment selection, safety program reviews, safety committees, chemical and radiation exposure monitoring and regular safety training.

SERIOUS WORK-RELATED INJURY RATE (DART)



We keep our incidence rate low through rigorous safety protocols and regular safety training.

10. The DART rate is calculated as the number of injuries multiplied by 200,000 hours then divided by the number of actual hours worked.

11. Industry sector performance is reported by the U.S. Bureau of Labor Statistics.



SPOTLIGHT

Sustainability Heroes

Five Bio-Rad employees located at our Lagoa Santa, Brazil site completed their Lean Six Sigma Yellow Belt Certification. One EHS Specialist received her certification by completing a project that reduces operating costs and recycles water at the site. She specifically chose this project to enhance several recent maintenance improvement projects at the on-site wastewater treatment plant as she saw further opportunities for increased efficiency.

26%
reduction
in annual
operating costs.

10%
reduction
in required staff
operating hours.

300K
liters of water
re-used per year
for irrigation.

Employee Opportunities

We provide opportunities for employees to assist with EHS audits and participate in safety committees and emergency response teams. We work to continually improve our safety ratings by identifying and enforcing best practices, training and proper safety standards at every location.

Challenges

Bio-Rad's global operations structure creates logistical challenges. Diverse product lines that require different safety procedures, hazard controls and shipping and storage conditions contribute to a complex list of varying standards. Regulations often differ from region to region, and we strive to implement the most protective safety requirements for our employees worldwide. We have made significant progress on several strategic global fronts, but it will take time for all programs to be fully integrated across every Bio-Rad site. We will continue to improve processes while building new management system tools and protocols that can be universally applied.

The COVID-19 pandemic continued to divert EHS resources to related protective and reporting requirements. While these requirements varied globally and changed over the year, we maintained and improved our pandemic strategies to minimize the impact COVID-19 had on our employees. We continued our safety measures, often ahead of regulatory requirements at local, regional and global levels. Managing the myriad of COVID-19 changes resulted in extending some of our work on this year's EHS goals into 2023.

Looking Forward

In 2023, Bio-Rad will deploy our new comprehensive Global EHS/ ESG Management System tool to facilitate and manage global safety processes and data, including: monitoring global regulatory compliance, incident reporting, accident reporting, investigations and corrective action, as well as reporting processes to augment our new worldwide view. This software tool will allow us to monitor progress, streamline reporting, track issues and communicate with all Bio-Rad teams around the world. Improved communication will help make health and safety more visible and transparent to our employees and support our commitment to continuous improvement.

Bio-Rad is also developing global safety culture improvement strategies based on 2022 employee survey results to encourage employee safety program engagement and unify our global EHS programs more effectively.

We continue to deploy our Emergency Preparedness programs to ensure that all sites are equipped with the tools to respond to local emergencies. Expansion to Europe has begun with Asia to follow.

PEOPLE > COMMUNITY INVOLVEMENT

Meaningful Impact Where We Live, Work, and Play

Bio-Rad's Community Involvement programs provide unique opportunities for every employee to expand their knowledge and perspective while making an authentic difference in the communities where they live, work and play. Our community involvement strategy and corporate philanthropy efforts focus on supporting educators to help them inspire the scientists of tomorrow, promoting research that improves lives, and serving our local communities in ways that result in meaningful impact.



Supporting educators to inspire the scientists of tomorrow



Supporting Our Communities

Bio-Rad sponsors fundraising events for causes that are important to individual employees and our company. “Involvement Days” bring team members together to donate to those in need or to further worldwide research. We use internal awareness campaigns to encourage employees to take part in these events by fundraising themselves and attending along with their friends and family. Our people also understand the value of volunteering to clean up local communities around the world.



900

Bio-Rad employees

engaged in community support activities around the world.



\$170,000

in donations raised

for worthy causes, including AIDS, diabetes, and cancer research, food insecurity, disaster relief and environmental cleanups.



SPOTLIGHT

2022 Gobbler's Cup Food Drive

We again held a U.S. national “Gobbler’s Cup” Food Drive, and the response was inspirational. Teams from across the country answered the call and donated to food banks in several communities:

Hercules Food Pantry
Northern California

Second Harvest Food Bank
Southern California

Gleaners Community Food Bank
Ann Arbor, Michigan

Harvest of Hope Pantry
Boulder, Colorado

Hopelink
Redmond, Washington

North Texas Food Bank
North Texas

Good Shepherd Food Bank
Portland, Maine

SPOTLIGHT

Crisis in Ukraine

The ongoing war in Ukraine continues to devastate the people who live there. Bio-Rad partnered with the American Red Cross to create a donation microsite to fund resources like food, medical care, and emergency supplies for Ukrainian families affected by the crisis. Bio-Rad employees in the U.S. raised more than \$42,000 in donations. With our increased match of \$30,000, we donated more than \$70,000 as a company.



more than
\$60K
donated

to help support the people of Ukraine.



\$3K+

raised

by Bio-Rad employees, friends, and family.

SPOTLIGHT

2022 AIDS Walk SF

In addition to Bio-Rad's corporate sponsorship, employees raised over \$3,000 at the 2022 AIDS Walk SF. With more than 50 people joining our team, Bio-Rad was well represented.

"The AIDS Walk is a great way to spend a morning enjoying a beautiful park while getting to better know our fellow Bio-Rad teammates, all in support of an excellent cause."

TREY MARLOW
VP, LSG R&D

"It was a great experience outside of work with my colleagues while supporting a great cause. HIV has devastated the lives of many and with COVID, we forget that this was the first pandemic of our lifetime. I'm glad we could play a small part in keeping awareness alive and raising a bit of money too."

JODI GOODRICH
VP, LSG & DBG PMO

Inspiring the Scientists of Tomorrow

Bio-Rad has several programs to engage with students. Science Ambassadors bring their experience to the classroom or showcase STEM-related career paths to a variety of audiences, including underrepresented students. We lead mentorship and educational opportunities designed to inspire students and provide avenues for them to gain experience and knowledge about the variety of available science and engineering career paths.



More than
3,000
students

participated in science programs in 2022

SCIENCE PROGRAMS

Science Ambassador programs

Bio-Rad-led science camps and fairs

STEM Tech-A-Thon

Bio-Rad Explorer Program & D&I events

led by Bio-Rad employees at various elementary, high schools, and universities

STEM D&I Program

employees presented to over 400 elementary and middle school students at over 20 events

Robotics club programs

Diversity & Inclusion Story Time programs and other D&I events

High School Scholarship Program

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. As part of our growing Diversity and Inclusion efforts, we expanded our Diversity Scholarship Program in 2022 to include 13 scholarships for students from diverse backgrounds. These \$2,000 scholarships were created to support students who belong to one or more of the following groups: persons of color, special needs students and students identifying as LGBTQ+.

24

college scholarships

awarded to California students.

13

D&I scholarships

awarded to Northern California students.

D&I Story Time

Bio-Rad employees volunteer at Title I Bay Area elementary schools for D&I Story Time. Through this program, young students learn about STEM-related stories featuring diverse protagonists and characters. What began as a one-time offering in 2022 is now an annual initiative with multiple Bay Area schools participating.



“I am honored to be selected for this award! To me, the Bio-Rad scholarship is an acknowledgment of the challenges I’ve overcome thus far and will continue to motivate me to advocate for greater inclusion of persons of color and all gender identities in STEM fields.”

CHARISSA

2022 D&I scholarship recipient



“This scholarship will mitigate my student loan amount, so that any debt I incur will be manageable after graduating college. Furthermore, this assistance will eliminate my work study requirement so that I can focus on effectively studying and successfully graduating in order to achieve my goal of becoming a scientific illustrator.”

ZOEY

2022 D&I scholarship recipient

**900+****teachers**attended workshops
and webinars exploring
CRISPR technology

Supporting Science Educators

Bio-Rad invests in helping educators bring cutting-edge science to their communities by providing the resources they need for the classroom. We sponsor continuing education programs for teachers to continue their own learning and keep pace with relevant scientific advances. Our employees also serve on a variety of advisory boards and committees for life science education programs at the local, regional and national levels.

We sponsor continuing education programs for teachers and our employees serve on a variety of advisory boards and committees.

Professional Development

Professional development programs help educators stay current on the latest trends and connected to the industry. Bio-Rad’s team of education specialists keep teachers informed on the latest technologies and give them the confidence they need to excel in their classrooms. In 2022, a combination of virtual and in-person professional development events were provided to educators. We also sponsored professional development events, hosted by master teachers, by sponsoring the teacher and/or by supplying free products for demonstration purposes.

2022 KEY OUTCOMES



2.8K+

educators
trained through free workshops and webinars.



4,972

hours
dedicated to teacher training.



190

professional development workshops
taught by Bio-Rad employees.



SPOTLIGHT

Hercules High School Collaboration

A high school in Hercules, California, found itself without a hands-on biotechnology class this past year. To support students in our own backyard, Bio-Rad collaborated with the school district and a volleyball coach-turned-teacher to develop a two-day course teaching students about biotechnology advances and studying diverse organisms.

Sharing Cutting-Edge Technologies

Workforce development is necessary as the life science industry faces a shortage of skilled workers and educators have trouble keeping up with the pace of scientific development, especially with the post-pandemic focus on advanced PCR techniques. Bio-Rad partnered with the InnovATEBIO National Biotechnology Education Center and the Center for the Plant and Life Sciences, St. Louis Community College to host a two-day hands-on workshop, teaching real-time and digital droplet PCR technology to high school teachers and undergraduate professors eager to bring these innovative technologies to their students.



SPOTLIGHT

Bio-Link Depot

Bio-Rad donated over \$65,000 worth of materials to nonprofit BioLink Depot, based in Oakland, California, which distributes life science equipment to local educators. It wasn't a simple path to get these items there – it took collaboration across multiple departments including R&D, BioEd, Facilities, Compliance, Legal, Tax, Sustaining, and our CEO to lay the groundwork and ease the process for future donations. Rerouting these valuable items to a new second life allowed Bio-Rad to support an important community resource and avoid wasting high quality materials. Even though recycling may be an easier choice, the opportunity for reuse reduces unnecessary waste and furthers science education.



“This is so wonderful to see a local company giving back to the community. Our teachers are always in need of supplies and equipment and will be so grateful for this donation.”

TOM STEELE

Executive Director of BioLink Depot



1M+

students

perform Bio-Rad Explorer activities annually.

75

countries

have students participating in the program.

SPOTLIGHT

Bio-Rad Explorer™

For over 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 take part in activities such as engineering bacteria using a jellyfish gene, measuring the enzyme activity from mushrooms that have an application in biofuel production or measuring the biodiversity of local insect populations using DNA barcoding. Innovative educational kits and state-of-the-art scientific equipment are brought to classrooms around the world. The value to educators of the Bio-Rad Explorer program was highlighted in a [New York Times article](#) celebrating the 10th anniversary of the discovery of CRISPR technology. We look forward to continuing our tradition of inspiring and educating the next generation of science researchers and innovators.

4

Integrity

Compliance
& Ethics

Supply Chain



INTEGRITY > INTRODUCTION

Doing Business with Integrity

Bio-Rad stands by our mission to provide useful, high-quality products and services that advance scientific discovery and improve healthcare. Through our compliance and ethics programs, data privacy and security and supply chain guidance, we help our employees and partners pursue decisions that align with our ethical conduct priorities. Our global operations call for robust controls around corruption and bribery, data protection, conflicts of interest and records management policies to comply under various jurisdictions and policies.

We are responsible to our employees, our partners, our customers and the many communities in which we work

INTEGRITY > COMPLIANCE & ETHICS

Enforcing the Highest Standards

Bio-Rad is committed to conducting business honestly and to the highest standards of ethical conduct. We bring integrity to all our business dealings and handle data ethically through actions that prioritize transparency and protection.



2030
GOAL

Achieve external recognition as one of the most ethical companies in the world¹².



12. by a leading third-party corporate ethical standard rating agency

Our programs help mitigate vulnerabilities, comply with records and privacy policies and provide relevant information to employees and third parties.



Strategies for Sound Business

Bio-Rad manages compliance across an array of global regulations through programs that provide regular training, system improvements and clear communications.

Compliance and ethics are promoted throughout the company by our Chief Compliance Officer and our regional compliance leaders. The **Compliance and Ethics Program** follows three key guidelines:

- ✓ Detecting and correcting current conduct by our company, employees, or business partners that is contrary to our legal obligations.
- ✓ Anticipating potential legal risks to our company and employees before those risks can cause harm. This includes meeting our legal obligations around data privacy, transparency, records management, and business courtesies.
- ✓ Promoting and protecting Bio-Rad's culture of integrity and ethics.

Worldwide Programs

The Corporate Compliance Team provides strong oversight and investigates any allegations of illegal or unethical conduct. Concerns can be submitted through our global Integrity Helpline, designed to detect and correct any conduct by our company, employees, or business partners that is contrary to Bio-Rad's legal obligations.

We will continue to grow our programs to protect our business, employees, and partners through four worldwide initiatives.

WORLDWIDE INITIATIVES

Anti-Corruption & Anti-Bribery Program

Monitors internal operations to identify potential corruption risk and screens, monitors, trains and audits our global sales intermediaries and channel partners.

Integrity Helpline & Investigations Program

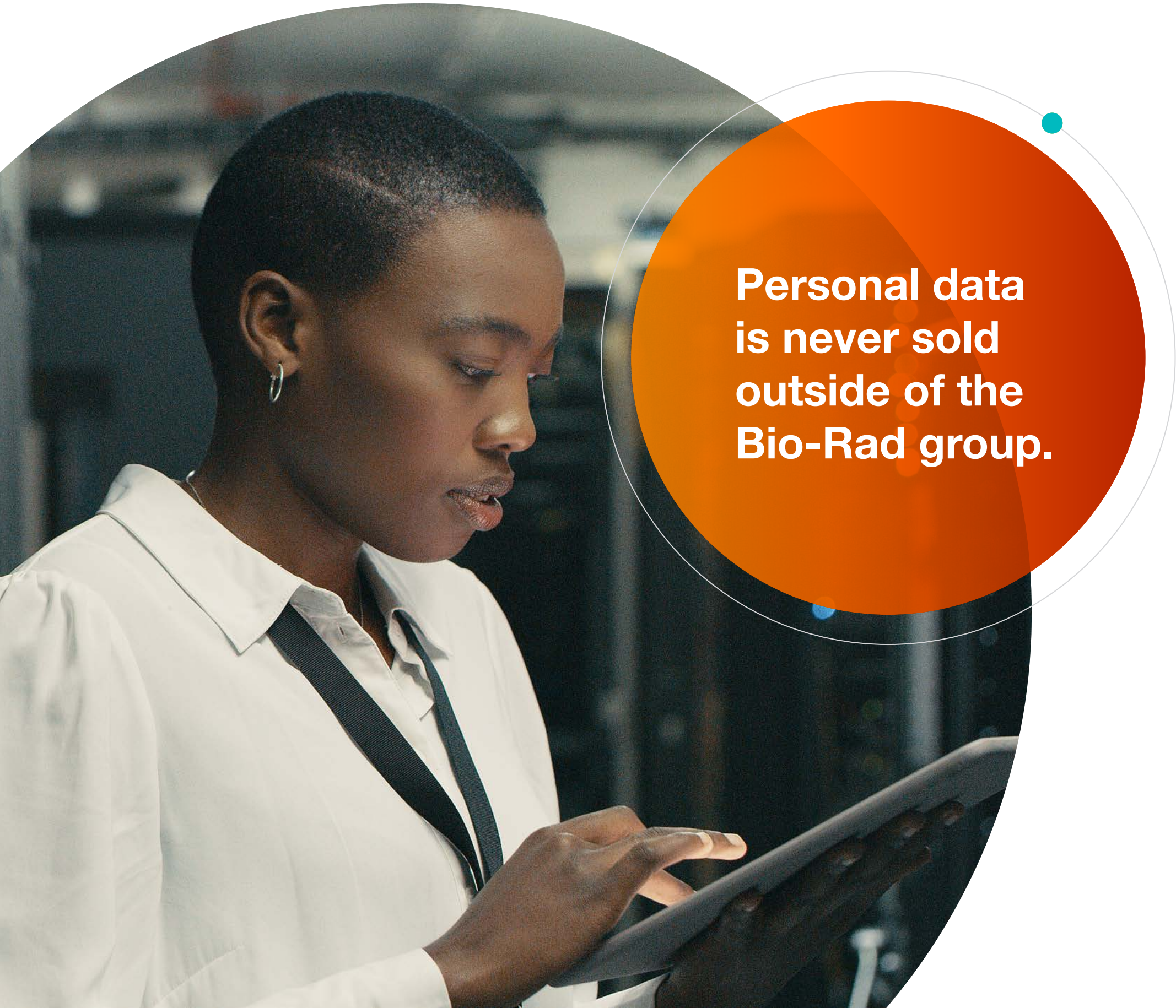
Extends a convenient tool for all employees and third parties globally to voice misconduct concerns and allegations of policy and legal violations, as well as a safe space to ask questions regarding policies.

Data Privacy Program

Offers guidelines on the safe use, protection and processing of data overseen by Bio-Rad, including data from customers, employees, suppliers, or other entities that do business with Bio-Rad.

Conflict of Interest Program

Provides guidance on how to handle perceived, potential, or actual conflicts of interest.



**Personal data
is never sold
outside of the
Bio-Rad group.**

Prioritizing Protection in Data Privacy and Security

Bio-Rad follows the core data privacy principles of data minimization and privacy by design that support our primary objective of handling data ethically. Protection of any personal data we hold is of the highest priority, whether it be customer, employee, supplier or any other entity that does business with Bio-Rad. We are committed to transparency and ensuring individuals are aware of how their data is processed in our care.

Our Privacy Program helps Bio-Rad organize a framework for processing personal data and conducting transfers in accordance with applicable data protection laws. Because we operate primarily as a business-to-business company, we minimize the use of data in our operations.

2022 Progress

In 2022, we created a formal process to review and socialize new and updated policies with employees. We also created and deployed an ethical culture survey to track feedback left on the integrity helpline. A new questionnaire was developed from an anti-retaliation & reporter engagement program and is now provided to any reporter to encourage them to share their personal experience with the investigation.

Global Alignment

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 world, including the Foreign Corrupt Practices Act (FCPA) in the U.S., the UK Anti-Bribery Act, and others. It is a top priority that our customers and shareholders have confidence in our company and our mission. Disciplinary action is determined by the severity of the violation and precedent set by similar violations in the past. In addition to these measures, we comply with global codes of ethics relating to human rights concerns in business conduct.



100%
of employees
assigned anti-
corruption training
completed the course

SPOTLIGHT

Sustainability Channel

The “Sustainability Channel,” launched in 2022, is a collaborative effort between Corporate Compliance, Diversity & Inclusion (HR), and Environmental Health & Safety. Sustainability messaging will be visible in 11 languages across four critical themes:



 **Compliance & Ethics**

 **Energy & Emissions**

 **Diversity & Inclusion**

 **Environment & Safety**

This new resource will provide employees with impactful messaging that applies to their daily work and personal actions as well as larger company goals.

We are excited to use another medium to connect our teams with how company sustainability efforts further our commitment to advancing scientific discovery and improving lives.

**SPOTLIGHT**

Data Achievements

Through our commitment to data privacy and security, we achieved ISO 27001 certification and an "Advanced" rating from BitSight.

Cloud-Based Services

Information Technology decisions apply a “Cloud First, Cloud Only” approach, partnering primarily with external providers that run massive data centers in lieu of running our own data facilities. These providers are more energy efficient and offer greater security than an onsite data center, especially at the small scale we would need to implement across our operations. By taking this approach, we dedicate our own legacy data centers to the networking equipment necessary for connecting our sites to these cloud-based services. Risks were reduced through the following 2022 actions:

- ✓ Upgraded all critical enterprise systems, including our global ERP, to cloud-based providers.
- ✓ Adopted Microsoft’s industry-leading security stack with Defender (Endpoint Detection & Response) and Sentinel (Security Incident & Event Monitoring) across our entire network.
- ✓ Enhanced our security and resilience with a variety of tools that move us toward Zero Trust approaches.
- ✓ Partnered with leading third-party services to manage our 24/7 Security Operations Center and provide annual testing and exercises to independently assess our defenses.
- ✓ Strengthened our internal team of engineers and threat hunters to respond quickly to evolving tactics and techniques.

Challenges

Bio-Rad must ensure all employees know and understand our policies, and management must be dedicated to addressing non-compliance issues quickly and effectively. We must also be sure we are conducting business with partners whose values and policies align with ours. While these challenges scale across our global enterprise, we will continue to prioritize actions to keep Bio-Rad compliant with all new and existing and ethical industry standards.

Bio-Rad continues to strengthen our operations globally to be ethically sound and compliant with all relevant policies.

Looking Forward

As Bio-Rad continues to strengthen our operations globally to be ethically sound and compliant with all relevant policies, we look forward to external recognition for our commitment to ethical conduct. In 2023, the Corporate Compliance team will launch an augmented communication plan that will be driven by its global network of compliance leads. The plan will focus on providing site-specific, personalized and content-relevant outreach to new employees and new managers – as well as to employees with limited access to company computers. We will also continue to lay the groundwork to pursue the ISO 27701 Privacy Program Certification, planned for 2024. Finally, this year the entire Corporate Compliance team will complete change management training focused on LEAN effective architecture so that we can continue to focus on the intelligent, efficient and continuous evolution of Bio-Rad's global compliance program.

INTEGRITY > SUPPLY CHAIN

Extending the Commitment to Sustainability Beyond Our Company

Bio-Rad's supply chain is critical to the success of our business. We procure goods and services across the world to manufacture and distribute materials and products that advance scientific discovery and improve healthcare. It is important that all links in this chain align with our core values and goals. We are committed to sourcing from suppliers who support our long-term sustainability vision while continuing to meet the high-quality standards we always pursue on behalf of our business customers and the consumers who benefit from our products.



We are committed to sourcing from suppliers who support our long-term sustainability vision.



By choosing the right suppliers, we expand opportunities to use materials and implement solutions that positively impact our products and customers.



Our supplier qualification process includes an assessment of materials and services and a detailed summary of company sustainability efforts.

Customer and patient safety are our top priority. Once products and services are ready to move to customers and end-users, we maintain our quality management system and comply with regulatory requirements in all our regions of operation. All our facilities maintain rigorous safety protocols in the design, manufacturing and distribution of lab instruments, diagnostic kits, licensed products, and general lab chemicals.



80.5%

of our Tier 1 suppliers

participate in third-party audits for manufacturing and product quality



74.5%

of our facilities

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

**SPOTLIGHT**

Using Wastewater to Provide Real-Time Disease PREvalence Information

The challenges of containing the COVID-19 pandemic amplified the need for high-quality public health data and community disease monitoring. Wastewater contains a wealth of epidemiological data, with enormous potential as a source for data through surveillance technology. Bio-Rad's PREvalence™ Kits support the expansion and efficiency of wastewater-based epidemiology for tracking COVID outbreaks. In multiple countries, researchers used wastewater testing to detect the circulating virus weeks to months before reports of the first clinical cases emerged.

Supplier Diversity

To encourage the use of diverse businesses, Bio-Rad manages a **Supplier Diversity Program** to build and maintain a supply chain that reflects the diversity of our customers and global markets. We are committed to providing procurement opportunities to small businesses and those owned by minorities, women, veterans, people with disabilities and LGBTQ+ individuals. Submissions from diverse suppliers who are interested in doing business with Bio-Rad are reviewed monthly. In 2022, approximately 23% of our overall spend was with small businesses.

Supplier Code of Conduct

Bio-Rad suppliers and their subsidiaries, subcontractors, and manufacturers must comply with our Supplier Code of Conduct and 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 legal compliance. We do not tolerate involuntary or coerced labor at any point in our supply chain. We confirm that actions align with the supplier agreement of our Code of Conduct through third-party audit programs.

Critical Materials

The criticality of materials and associated risks that may impact product quality, and/or patient or user safety, are defined at the time of initial material master record creation and/or as part of the change control. Various levels of inspection are completed prior to releasing critical material for production and suppliers are tiered according to the criticality of the material provided with commensurate qualification and reassessment.

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

Monitoring & Risk Assessment

Our Supplier Quality Management Program has multiple controls and modules in place that are strategically and tactically implemented to help suppliers meet our rigorous standards. We monitor supplier performance diligently to identify any deficiencies and immediately address issues through proven methodologies.

Bio-Rad regularly reassesses suppliers to identify whether any new supply chain risks have emerged. We address risks and avoid compounding implications from issues not addressed promptly.

Our worldwide team of qualified supplier auditors are governed by our Quality Management System. Our use of Supplier Quality Agreements gives us the right to audit and investigate non-compliance with our Code across our suppliers and their supply chains. Non-compliance may result in contractual obligations being voided or terminated. These audits may also include an inspection by Bio-Rad management of any suspected labor related infringements, giving Bio-Rad the opportunity to react quickly to any unfavorable findings and maintain compliance throughout our entire supply chain.

Product Safety

We ensure that each Bio-Rad product goes through a strict quality and safety inspection. Our Quality Management System houses all information related to the safety of our products, including instructions for use and safety data sheets. These accessible documents ensure our customers have all the information they need to safely operate our devices.

In the event of recalls, we work closely with our customers to ensure they take the appropriate next steps, and we provide replacement products as needed. Once a recall or field action is executed, we begin rigorous internal investigations to implement corrective actions.

Breakthroughs in Scientific Analysis

Bio-Rad supports researchers by developing tools that facilitate innovation and discovery across health and science industries. New products introduced in 2022 support our goal of advancing insights in molecular mechanisms and cellular processes that translate to better health and care options for patients around the world.

SPOTLIGHT

Improving Diagnostic Capabilities

The QX600™ Droplet Digital™ PCR System is designed for life science researchers who need to quantify multiple genetic targets with high accuracy, reproducibility and sensitivity. The system has various applications including oncology research, gene expression, next-generation sequencing (NGS) orthogonal testing, cell and gene therapy, and food and wastewater testing. The Genesis Cell Isolation System with Celselect Slides™ technology automates the isolation of circulating tumor cells (CTCs) for retrieval or on-slide immunostaining, which can contribute to improving disease diagnostics and personalizing cancer treatment.





About This Report

Report
Preparation

Stakeholder
Engagement

Material
Topics

ABOUT THIS REPORT

Report Preparation

This report was prepared with reference to the Global Reporting Initiative (GRI) 2021 Standards and in alignment with Sustainability Accounting Standards Board (SASB) framework. It has been designed to address the highest priority disclosures and issues related to Bio-Rad's corporate sustainability and incorporates GRI's eight principles for sustainability reporting.

- ✓ Accuracy
- ✓ Balance
- ✓ Clarity
- ✓ Comparability
- ✓ Completeness
- ✓ Sustainability context
- ✓ Timeliness
- ✓ Verifiability



This is Bio-Rad's second sustainability report, covering the 2022 calendar year.

This is Bio-Rad's second sustainability report and covers the 2022 calendar year unless otherwise noted. Any instances where the performance indicator does not fully reflect the scope as outlined above, clarifying notes are included. Our sustainability efforts support our commitment to advancing scientific discovery and improving lives. As a result, we expect to publish subsequent sustainability reports annually. We are continuously improving and expanding our data collection processes to ensure accuracy and consistency.

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 at: sustainability@bio-rad.com.

Bio-Rad's 2022 Corporate Sustainability Report is based on quantitative and qualitative data relating to our top sustainability focus areas. Statements about past occurrences, future plans and goals are based on historical data, assumptions and estimates available as of the date of publication. 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 the availability of new data, industry or regulator-driven changes to methodologies, improvements in data collection and/or 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

Our stakeholder engagement process focuses primarily on the following groups:

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

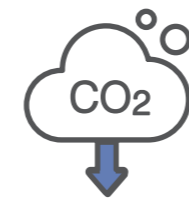
STAKEHOLDER GROUP	ENGAGEMENT MECHANISMS & CHANNELS	FREQUENCY	KEY SUSTAINABILITY CONCERNS
EMPLOYEES	Employee engagement survey	Periodic	Recognition & career development, compensation (certain employee segments), sustainable packaging
	Employee diversity survey	Annual	Culture, opportunities for professional growth and talent development
	Employee sustainability survey	Periodic	Talent development, packaging, human rights, ethics and anti-corruption, waste
	Employee Safety Culture	Once	Employee engagement and involvement in safety activities, inspections and audits and recognition of safety performance
CUSTOMERS	Customer surveys, tenders	Ongoing	Overpackaging of products, unsustainable packaging, carbon footprint
	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

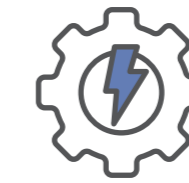
The key aspects of Bio-Rad’s sustainability strategy and reporting were defined through a materiality analysis in 2021. We wanted to identify the highest priority topics for launching our sustainability strategy, set KPIs and targets for improvement, and guide the content development for our Sustainability Report. The Sustainability Steering Committee then identified our top priorities for the formal launch of Bio-Rad’s new sustainability strategy, followed by a comprehensive benchmarking analysis, greenhouse gas survey, series of stakeholder engagements, and review of current and emerging social and environmental issues. Upon completion, we identified the top five sustainability focus areas to launch our strategy.

As we build our sustainability program and organizational capacity, we anticipate including additional content and data in our reporting.

SUSTAINABILITY FOCUS AREAS



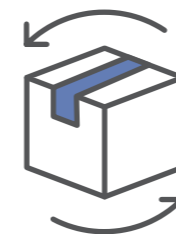
Carbon Footprint



Operational energy use



Diversity & inclusion



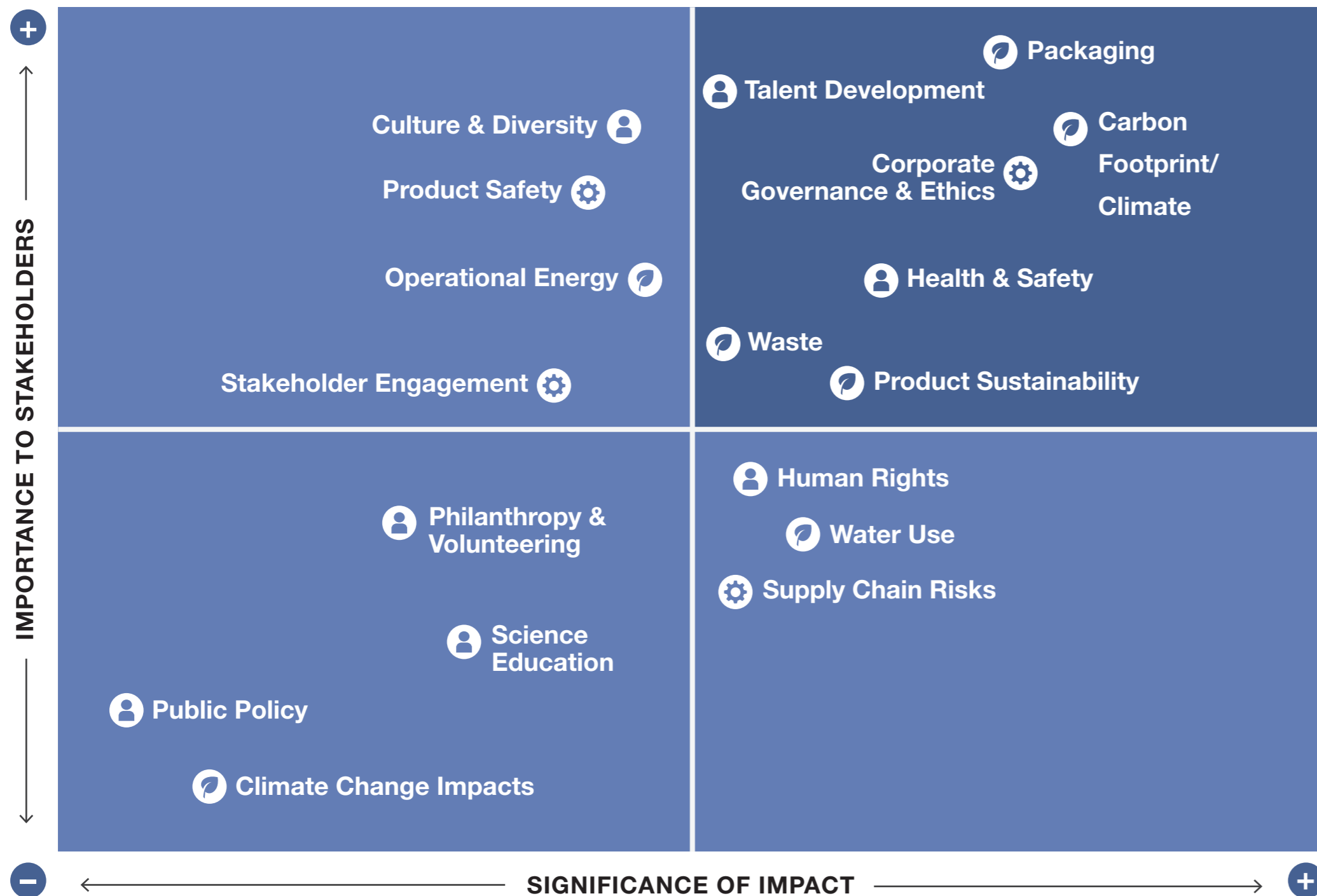
Sustainable packaging



Ethics & anti-corruption

Materiality Map

ENVIRONMENT SOCIAL GOVERNANCE



Assurance

Limited assurance has been provided for Bio-Rad’s 2021 Scope 1 & 2 emissions data.

Entities Excluded in this Report

In 2022, Bio-Rad acquired Poland-based Curiosity Diagnostics. All environmental-related data included in this report does not include Curiosity Diagnostics operations. In 2023, we will begin to incorporate Curiosity Diagnostics data into our reporting.

6

Appendix

**Appendix A:
General
Information**

**Appendix B:
Governance, Ethics
& Integrity**

**Appendix C:
Environment**

**Appendix D:
Human & Social
Capital**

Appendix A: General Information

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: Countries: 36, Locations: 140+

Building footprint: 4,699,822 square feet

Revenue (USD): \$2.8 billion

Restatements

Renewable energy consumed 2021

In 2021, we received renewable energy certificates for using Hydroelectric power at our site in Cressier, Switzerland. This was not accounted for in our 2021 energy metrics and has been adjusted here. The result is an increase in reported renewable energy consumption in 2021. Our reported Scope 2 emissions included this renewable energy and remain the same.

High consequence injuries excluding fatalities number 2019-2021

In 2022, we updated our methodology used to calculate high consequence injuries. As a result, in subsequent years we over-reported, and have corrected to the more accurate numbers in this report.

Recordable work-related injuries 2021

In 2022, we updated our methodology used to calculate injuries. As a result, in 2021 we over-reported our injury numbers as we included ill health as well. We have corrected to more accurate numbers in this report.

Total number of hours worked 2021

In 2022, we updated our methodology used to calculate hours worked. Previously we used a global average, but in 2022 we updated this to use country-specific averages. The result is a more accurate number that we have included in this report.

Collective Bargaining 2019-2021

From 2019-2021, Bio-Rad over-reported the percentage of employees covered by a collective bargaining agreement. This is due to only eligible employees being counted towards the percentage rather than total employees. We have included more accurate numbers in this year's report.

Supply Chain

SUPPLIER ENVIRONMENTAL ASSESSMENT	2019	2020	2021	2022
New suppliers that were screened using environmental criteria	0%	0%	0%	0%
Facilities participating in third-party audit programs for manufacturing and product quality				
Bio-Rad facilities	NR	NR	NR	74.5%
Tier I suppliers	NR	NR	NR	80.5%

Appendix B: Governance, Ethics & Integrity

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 Governance

Ultimately, our CEO assumes the highest level of direct responsibility related to risks and opportunities across our sustainability-driven actions and initiatives. The CEO is informed by members of the Sustainability Steering Committee (SSC), a cross-functional team of executives from all major functions in the organization, jointly chaired by the Chief Operating Officer and Chief Financial Officer. The SSC also assists the Board in fulfilling its oversight responsibilities relating to Bio-Rad’s sustainability strategy. The Global Sustainability Program Manager reports quarterly to the SSC on limited emerging regulatory and customer-related climate issues. The entire Bio-Rad executive board and all members of the Sustainability Steering Committee review and approve the annual sustainability report. Two reviews are conducted, where each page is evaluated, and the final report approved.

Governance Structure And Composition

GOVERNING BODY DIVERSITY	2020	2021	2022
Male	67%	67%	67%
Female	33%	33%	33%
< 30 years old	0%	0%	0%
30-50 years old	0%	0%	17%
> 50 years old	100%	100%	83%
Underrepresented minority	17%	17%	17%

Climate knowledge of highest governance body

Bio-Rad’s Directors possess a number of qualifications, including technical, operational and/or economic knowledge of our business and industries; experience in operational, financial and/or administrative management; financial and risk management acumen; and experience in or familiarity with international business, markets and cultures, technological trends and developments, and competence in environmental, social and governance (ESG) issues. The Board is presented with opportunities throughout the year to further develop their knowledge of these areas, including their knowledge of issues relating to sustainability and climate change.

Board of Directors and Committees

The Board of Directors is responsible for overall oversight of the Company and oversees the following committees.

Audit Committee: responsible for overseeing financial processes and controls.

Legal & Regulatory Compliance Committee: responsible for overseeing issues related to Bio-Rad’s compliance program, anti-corruption, cybersecurity, and data protection.

Compensation Committee: responsible for overseeing the evaluation and approval of certain elements of the compensation of our executives.

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

Privacy

CUSTOMER PRIVACY	2019	2020	2021	2022
Substantiated complaints received from outside partners concerning breaches of customer privacy	0	0	0	0
Substantiated complaints received from regulatory bodies concerning breaches of customer privacy	0	0	0	0
Total identified leaks, thefts, or losses of customer data	0	0	0	0

Ethics

BUSINESS ETHICS	2019	2020	2021	2022
Monetary losses as a result of legal proceedings associated with bribery or corruption	\$0	\$0	\$0	\$0
Ethical Marketing	2019	2020	2021	2022
Total monetary losses incurred as a result of legal proceedings associated with false marketing claims	\$0	\$0	\$0	\$0

Product Safety

PRODUCT SAFETY	2019	2020	2021	2022
Voluntary recalls/field actions not reported to FDA	NR	NR	NR	24
Voluntary recalls/field actions reported to the FDA	NR	NR	NR	5
Product recalls that were FDA requested	NR	NR	NR	0
Number of fatalities associated with device products	NR	NR	NR	0
Number of U.S. Food and Drug Administration (FDA) enforcement actions taken during the reporting period in response to current Good Manufacturing Practice	NR	NR	NR	0

Anti-Corruption

ANTI-CORRUPTION	2019	2020	2021	2022
Total operations assessed for risks related to corruption	36	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%)	6 (100%)
Total employees that anti-corruption policies and procedures have been communicated to (by region)				
Americas	4,300 (100%)	4,700 (100%)	5,000 (100%)	5,100 (100%)
EMEA	2,500 (100%)	2,700 (100%)	3,000 (100%)	3,300 (100%)
APAC	700 (100%)	800 (100%)	1,000 (100%)	1,500 (100%)
Total employees that have received training on anti-corruption (by region)				
Americas	4,300 (100%)	4,700 (100%)	5,000 (100%)	5,100 (100%)
EMEA	2,500 (100%)	2,700 (100%)	3,000 (100%)	3,300 (100%)
APAC	700 (100%)	800 (100%)	1,000 (100%)	1,500 (100%)
Total business partners that anti-corruption policies and procedures have been communicated to (by region)				
Americas	NR	NR	148 (100%)	206 (100%)
EMEA	NR	NR	219 (100%)	222 (100%)
APAC	NR	NR	401 (100%)	412 (100%)
Total confirmed incidents of corruption (number and nature)				
Confirmed incidents in which employees were dismissed or disciplined for corruption	0	0	0	2
Confirmed incidents where contracts with business partners were terminated or not renewed due to violations	9	0	3	2

Appendix C: 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. Bio-Rad uses a third-party emissions calculation software to ensure valid Scope 1, 2 and 3 emissions. CO2 is the only gas calculated into our emissions factors.

Scope 1 and 2 Emissions¹

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, where direct data was unavailable, (e.g., shared tenant spaces) industry standards were applied as estimates to extrapolate energy data, or where the area of the facility was less than 700 Sq. Ft, excluded from the report. Emissions associated with EVs are excluded from Bio-Rad’s Scope 2 emissions. Emissions from EVs are currently deemed immaterial, but we will begin incorporating them in future reporting years.

TOTAL SCOPE 1 & 2 GHG EMISSIONS (MT CO2E)	2019	2020	2021	2022
Scope 1	18,420	17,299	14,518	21,216
Scope 2 (location-based)	13,615	14,182	15,521	15,092
Scope 2 (market-based)	13,615	14,183	16,536	16,813
Total (location-based)	32,035	31,481	30,039	36,308
Total (market-based)	32,035	31,482	31,054	38,029

SCOPE 1 & 2 EMISSIONS BY REGION (MT CO2E)	2019	2020	2021	2022
Americas	19,637	19,779	17,969	25,273
EMEA	10,399	9,792	10,069	9,163
APAC	2,001	1,911	2,001	1,872
Global Total	32,035*	31,481*	30,039	36,308
<i>Global Scope 1 & 2 emissions reductions</i>	0	554	1,442	0

¹Total may not add up due to rounding

EMISSIONS INTENSITY RATIOS	2019	2020	2021	2022
GHG emissions intensity (MT/M USD Net Sales)	13.9	12.4	10.3	13
GHG emissions intensity (Kg/M USD Net Sales)	13,858	12,367	10,277	12,958
GHG emissions intensity per square foot	8.5	8.1	6.8	7.73

Scope 3 Emissions

Nine 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, upstream transportation, and use of sold products.

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

- 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 CO2E)	2019	2020	2021	2022
Waste	1,331	1,460	6,540	11,471
Product End of Life	207	151	164	155
Fuel & Energy Related Activities	6,793	6,200	9,225	9,810
Product Use (Instrumentation Only)	60,976	121,180	82,363	NR
Business Travel	7,324	2,074	1,093	7,098
Outbound Transportation	74,424	104,922	95,045	NR
Purchased Goods and Services	163,399	197,655	204,636	250,135
Investments	NR	NR	NR	17,261
Total	314,454	433,642	399,066	295,930

Country-specific Emissions

SCOPE 1 EMISSIONS (MT CO2E)	2019	2020	2021	2022
Australia	103	87	189	0
Austria	102	77	133	63
Belgium	286	220	374	176
Brazil	323	281	102	148
Canada	364	262	303	337
China	Less than 1	Less than 1	Less than 1	Less than 1
Czech Republic	123	99	102	109
Denmark	13	50	104	37
Finland	33	42	40	13
France	2,598	2,261	2,065	2,855
Germany	1,918	1,864	1,782	1,058
Greece	132	97	97	96
Hungary	133	113	109	71
Italy	480	356	283	282
Japan	739	602	223	112
Mexico	234	169	176	191
Netherlands	Less than 1	55	75	78
New Zealand	17	Less than 1	8	Less than 1
Norway	18	14	11	7
Poland	113	73	68	95
Portugal	29	24	43	51
Russian Federation	43	47	47	46
Singapore	50	Less than 1	123	Less than 1
South Africa	19	14	Less than 1	Less than 1
Spain	116	92	334	77
Sweden	88	72	108	45
Switzerland	568	465	428	207
United Arab Emirates	10	9	9	Less than 1
United Kingdom of Great Britain and Northern Ireland	514	313	262	296
United States of America	9,257	9,542	6,919	14,675

SCOPE 2 EMISSIONS (MT CO2E)	2019	2020	2021	2022
Australia	97	222	232	157
Austria	1	1	Less than 1	Less than 1
Belgium	38	31	14	33
Brazil	120	122	118	107
Canada	102	98	20	19
China	394	325	554	657
Czech Republic	6	6	5	Less than 1
Denmark	1	Less than 1	Less than 1	Less than 1
Finland	Less than 1	Less than 1	Less than 1	Less than 1
France	767	783	1,168	1,149
Germany	1,528	1,864	1,834	1,688
Greece	4	3	6	4
Hungary	25	25	25	12
India	198	130	130	179
Israel	235	329	254	291
Italy	64	47	5	29
Japan	20	21	46	31
Korea	Less than 1	Less than 1	2	Less than 1
Mexico	154	140	251	347
New Zealand	1	7	7	18
Norway	Less than 1	Less than 1	Less than 1	Less than 1
Poland	9	6	6	12
Portugal	6	4	2	Less than 1
Russian Federation	86	80	79	87
Singapore	346	484	458	584
South Africa	27	14	1	Less than 1
Spain	31	28	10	8
Sweden	Less than 1	Less than 1	Less than 1	Less than 1
Switzerland	95	84	73	77
Thailand	35	32	29	30
United Arab Emirates	25	22	27	33
United Kingdom of Great Britain and Northern Ireland	116	109	94	74
United States of America	9,083	9,166	10,069	9,452

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, or where the area of the facility was less than 700 sq. ft., excluded from the report. Bio-Rad uses a third-party software to collect and calculate energy use within the organization.

Mobile fuel consumption is calculated for all leased and owned vehicles.

ENERGY CONSUMPTION	2019	2020	2021	2022
Non-Renewable Electricity (GJ)	233,244	235,934	263,193	261,487
Non-Renewable Electricity (MWh)	69,711	65,537	73,109	72,635
Renewable Electricity (GJ)	0	0	13,753	24,812
Solar	0	0	3,054	13,795
Wind	0	0	0	0
Hydro	0	0	10,699	11,017
Total fuel	272,248	229,892	211,606	218,520
Natural gas (GJ)	98,848	93,880	100,039	120,199
Total steam	0	0	0	0
Electricity, heating, colling, steam sold	0	0	0	0
Total electricity consumption (GJ)	233,244	235,934	276,946	286,299
Total energy consumption (GJ)	505,492	465,826	488,552	504,819
Energy intensity – sales (GJ/Sales)	219	183	167	180
Energy intensity – rentable space (GJ/Sq. Ft.)	0.13	0.12	0.11	0.11
Energy consumption reductions as a direct result of conservation and efficiency initiatives (GJ)	NR	NR	NR	NR

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	2022
Megaliters	188	200	285	211
Cubic meters	187,556	199,510	285,231	211,143

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 another 3rd party.

REPORTED WASTE (METRIC TONS)	2019	2020	2021	2022
Non-hazardous waste: recycled	NR	NR	15,342	42,321
Non-hazardous waste: landfill or incinerated	NR	NR	5,680	2,167
Non-hazardous waste: composted	NR	NR	5	4,975
Non-hazardous waste: other	NR	NR	0	62
Non-hazardous waste: total	NR	NR	21,027	49,525
Hazardous waste: recycled	NR	NR	214	129
Hazardous waste: recovered	NR	NR	160	56
Hazardous waste: landfill or incinerated	NR	NR	1,329	1,154
Hazardous waste: other	NR	NR	0	0
Hazardous waste: total	1,087	1,712	1,703	1,339

Compliance

ENVIRONMENTAL COMPLIANCE	2019	2020	2021	2022
Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations				
Total monetary value of significant sanctions	\$0	\$0	\$0	0
Total number of non-monetary sanctions	0	0	0	0
Cases brought through dispute resolution mechanisms	0	0	0	0

Appendix D: Human & Social Capital

Employee Data

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	2022
Across all employee categories in the U.S.	1:1	1:1	1:1	1.01:1

EMPLOYEE DIVERSITY	2019	2020	2021	2022
Male	56%	56.5%	55.5%	56%
Female	44%	43.5%	43.5%	44%
< 30 years old	7%	7%	8%	9%
30-50 years old	44%	44%	44%	56%
> 50 years old	49%	49%	48%	35%

EMPLOYEE DEMOGRAPHICS	2019	2020	2021	2022
Permanent employees (by gender)				
Female	3,689	3,516	3,369	3,701
Male	4,503	4,393	4,325	4,613
Unknown	-	2	7	19
Permanent employees (by region)				
Americas	3,583	3,552	3,543	3,855
EMEA	3,473	3,213	2,941	3,083
APAC	1,136	1,146	1,217	1,395
Temporary employees (by gender)				
Unknown	1,556	1,498	1,643	1,796
Temporary employees (by region)				
Americas	1,300	1,212	1,270	1,436
EMEA	199	163	296	249
APAC	57	123	77	111
Full-time employees (by gender)				
Male	4,472	4,357	4,296	4,816
Female	3,465	3,289	3,208	3,699
Unknown	1,397	1,442	1,615	1,368
Part-time employees (by gender)				
Male	31	36	29	45
Female	224	227	161	176
Unknown	159	58	35	14
Total employees	9,748	9,409	9,344	10,118

Employee Recruitment, Development, And Retention

ATTRITION	2019	2020	2021	2022
Voluntary turnover rate	11.1%	8.5%	14.4%	13.4%
Executives and senior managers	6.1%	13.1%	7.7%	0.4%
Mid-level managers	8.6%	4.9%	11.6%	1.4%
Professionals	11.2%	8.0%	15.6%	6.6%
Other	12.3%	10.0%	14.8%	5%
Involuntary turnover rate	3.0%	3.2%	2.6%	1.49%
Executives and senior managers	3.4%	5.5%	5.6%	0.03%
Mid-level managers	3.5%	2.4%	2.2%	0.3%
Professionals	2.9%	2.2%	2.2%	0.66%
Other	2.7%	4.4%	2.8%	0.5%

CAREER DEVELOPMENT (ALL LOCATIONS)	2019	2020	2021	2022
Total workforce receiving regular performance reviews	90%	90%	90%	99%
Total workforce receiving regular career development reviews	5%	6.3%	4.5%	NR
Average annual training hours per employee ²	6.84	6.54	6	6.9

HUMAN RIGHTS TRAINING (ALL LOCATIONS)	2019	2020	2021	2022
Workforce receiving training on preventing discrimination and human rights violations	100%	100%	100%	100%

COLLECTIVE BARGAINING (ALL LOCATIONS)	2019	2020	2021	2022
Total workforce covered by formal collective agreements concerning working conditions	NR	28.9%	26.1%	17.9%
Total workforce covered by formally elected employee representatives	NR	51.8%	48.1%	41%

2022 BIO-RAD LEARNING ACADEMY (ALL LOCATIONS)	LEVEL 1	LEVEL 2
Financial & Business Acumen	327	91
Continuous Improvement	159	38
Collaboration Across the Matrix	150	9
Change Management	233	111
Presentation Skills	178	56
Leadership & Management	121	6
Total	1,168	311

Health and Safety

WORK-RELATED INJURIES	2019	2020	2021	2022
Workers covered by an occupational health and safety management system (number)	8,076	8,156	8,276	8,153
Workers covered by an occupational health and safety management system (percentage)	100%	100%	100%	100%
Recordable work-related injuries ³				
Employees & Non-Employees (total)	77	64	66	62
Employees & Non-Employees (rate)	1.10	0.90	0.91	0.86
High-consequence work-related injuries, excluding fatalities ⁴				
Employees & Non-Employees (total)	5	2	5	2
Employees & Non-Employees (rate)	0.07	0.03	0.07	0.03
Fatalities resulting from work-related injury and/or work-related ill health				
Employees & Non-Employees (total)	0	0	0	0
Employees & Non-Employees (rate)	n/a	n/a	n/a	n/a
Total number of hours worked (all employees)	14,517,439	14,680,967	14,546,864	14,392,147

Benefits and Compensation

VARIABLE PAY COMPONENT	2019	2020	2021	2022
US Employees eligible for annual IBP bonus	100%	100%	100%	100%

HEALTH & WELLNESS BENEFITS	WEALTH & GROWTH BENEFITS
Medical, dental, and vision	401K profit sharing
Flexible spending accounts	Employee stock purchase
Health savings account	Life and accident insurance
Employee assistance program (EAP)	Disability insurance
Optional accident and hospital indemnity	Business travel accident
Optional critical illness	Global travel assistance
Wellness challenges and resources	Legal assistance
Onsite ergonomic workstations	Student-debt relief benefit
Gym membership discount	529 college savings plan
Café offering healthy food options	Employee referral program
Caregiver support	Donation matching program
Remote working opportunities	Virtual learning platform
15 days paid time off and 3 days sick leave	Career development
10 days of holiday paid time off	Formal mentorship opportunities
Volunteer time off	Tuition assistance
Community mentorship program	Rewards and recognition program
Caregiver support benefit	Diversity and inclusion initiatives
Up to four weeks of paid parental leave	Employee resources groups



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Medical Equipment and Supplies

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	LOCATION OR RESPONSE
Activity Metric	Number of units sold by product category	Number	HC-MS-000.A	Bio-Rad does not disclose this data.
Affordability & Pricing	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	Ratio	HC-MS-240a.1	Bio-Rad does not disclose this data.
	Description of how price information for each product is disclosed to customers or to their agents	n/a	HC-MS-240a.2	Bio-Rad does not disclose this data.
Product Safety	Number of recalls issued; total units recalled	Number	HC-MS-250a.1	In 2022 Bio-Rad had five voluntary product recalls. All were reported to the FDA.
	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	n/a	HC-MS-250a.2	See The FDA's Safety Information and Adverse Event Reporting
	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	Number	HC-MS-250a.3	0
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Number	HC-MS-250a.4	0
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Report currency	HC-MS-270a.1	\$0
	Description of code of ethics governing promotion of off-label use of products	n/a	HC-MS-270a.2	While we continually seek to make improvements, exceed expectations, and try new ideas, with our products, we never do so at the risk of quality and safety. We comply with the regulations and standards that govern the labeling and promotion of our products. See the Bio-Rad Code of Business Ethics and Conduct for more information.

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	LOCATION OR RESPONSE
Product Design & Lifestyle Management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	n/a	HC-MS-410a.1	Bio-Rad complies with all applicable regulations related to chemicals permitted for use in our products, including those that have environmental and human health impacts. At this time, Bio-Rad does not have formalized sustainability criteria for product design.
	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	Metric tons (t)	HC-MS-410a.2	Although Bio-Rad does donate old devices and supplies, the number and weight of devices donated is not tracked. In 2022, Bio-Rad donated \$65,000 worth of equipment.
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	Percentage (%)	HC-MS-430a.1	75% of Bio-Rad's facilities participate in third-party audit programs. 81% of Bio-Rad's Tier I suppliers' facilities participate in third-party audit programs.
	Description of efforts to maintain traceability within the distribution chain	n/a	HC-MS-430a.2	Our worldwide team of qualified supplier auditors are governed by our Quality Management System. Our use of Supplier Quality Agreements gives us the right to audit and investigate non-compliance with our Code across our suppliers and their supply chains. Non-compliance may result in contractual obligations being voided or terminated. These audits may also include an inspection by Bio-Rad management of any suspected labor related infringements, giving Bio-Rad the opportunity to react quickly to any unfavorable findings and maintain compliance throughout our entire supply chain. Customer and patient safety are our top priority. Once products and services are ready to move to customers and end-users, we maintain our quality management system and comply with regulatory requirements in all our regions of operation.
	Description of the management of risks associated with the use of critical materials	n/a	HC-MS-430a.3	The criticality of materials and associated risks that may impact product quality, and/or patient or user safety, are defined at the time of initial material master record creation and/or as part of the change control. Various levels of inspection are completed prior to releasing critical material for production and suppliers are tiered according to the criticality of the material provided with commensurate qualification and reassessment. Bio-Rad annually reassesses all suppliers to identify whether any new supply chain risks have emerged. We address risks and avoid compounding implications from issues not addressed promptly.
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Reporting currency	HC-MS-510a.1	\$0
	Description of code of ethics governing interactions with health care professionals	n/a	HC-MS-510a.2	Bio-Rad has adopted AdvaMed's Code of Ethics

GRI Content Index

- Statement of use: Bio-Rad Laboratories, Inc. has reported the information cited in this GRI Content Index for the period from January 1, 2022 to December 31, 2022 with reference to the GRI Standards.
- GRI 1 used: GRI 1: Foundation

GRI: Universal Standards

GRI 2: General Disclosures

CODE	DISCLOSURE	LOCATION OR RESPONSE
1. The organization and its reporting practices		
Disclosure 2-1: Organizational details		
2-1a	Legal name	About Bio-Rad ; Appendix A: General Information
2-1b	Nature of ownership and legal form	Appendix A: General Information
2-1c	Location of headquarters	About Bio-Rad ; Appendix A: General Information
2-1d	Countries of operation	About Bio-Rad ; Appendix A: General Information
Disclosure 2-3: Reporting period, frequency and contact point		
2-3a	Reporting period and frequency	About This Report
2-3b	Financial reporting period, and reason for not aligning with sustainability reporting period (if applicable)	Fiscal year ending December 31, 2022.
2-3c	Publication date of the report or reported information	About This Report
2-3d	Contact for questions about the report or reported information	About This Report
Disclosure 2-4: Restatements of information		
2-4a	Restatements of information from previous reports	Appendix A: General Information
Disclosure 2-5: External assurance		
2-5a	Policy and practices for seeking external assurance, including whether and how the highest governance body and senior executives are involved	About This Report
2-5b	If the organization’s sustainability reporting has been externally assured: <ul style="list-style-type: none"> • Link or reference to external assurance report(s) or statement(s) • Description of what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process • Relationship between the organization and the assurance provider 	Not Applicable

CODE	DISCLOSURE	LOCATION OR RESPONSE
2. Activities and workers		
Disclosure 2-6: Activities, value chain and other business relationships		
2-6a	Sector in which the organization is active	About Bio-Rad
2-6b	Description of value chain, including: <ul style="list-style-type: none"> • The organization’s activities, products, services, and markets served • The organization’s supply chain • The entities downstream from the organization and their activities 	About Bio-Rad ; Integrity
2-6c	Other relevant business relationships	About Bio-Rad
2-6d	Significant changes compared to the previous reporting period	About Bio-Rad ; Appendix A: General Information
Disclosure 2-7: Employees		
2-7a	Total number of employees, including a breakdown of the total by gender and by region	About Bio-Rad ; Appendix D: Human & Social Capital
2-7b	Total number of: <ul style="list-style-type: none"> • Permanent employees, by gender and by region • Temporary employees, by gender and by region • Non-guaranteed hours employees, by gender and by region • Full-time employees, by gender and by region • Part-time employees, by gender and by region 	Appendix D: Human & Social Capital
2-7c	Methodologies and assumptions used to compile the data, including whether the numbers are reported <ul style="list-style-type: none"> • In head count, FTE, or using another methodology • At the end of the reporting period, as an average across the reporting period, or using another methodology 	Appendix D: Human & Social Capital
2-7d	Contextual information necessary to understand the data reported under 2-7a and 2-7b	Appendix D: Human & Social Capital
2-7e	Significant fluctuations in the number of employees during the reporting period and between reporting periods	Appendix D: Human & Social Capital
Disclosure 2-8: Workers who are not employees		
2-8a	Total number of workers who are not employees and whose work is controlled by the organization, including: <ul style="list-style-type: none"> • The most common types of worker and their contractual relationship • The type of work they perform 	Appendix D: Human & Social Capital
2-8b	The methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: <ul style="list-style-type: none"> • In head count, FTE, or using another methodology • At the end of the reporting period, as an average across the reporting period, or using another methodology 	Appendix D: Human & Social Capital
2-8c	Significant fluctuations in the number of workers during the reporting period and between reporting periods	Appendix D: Human & Social Capital

CODE	DISCLOSURE	LOCATION OR RESPONSE
3. Governance		
Disclosure 2-12: Role of the highest governance body in overseeing the management of impacts		
2-12a	The role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development	Appendix B: Governance, Ethics, & Integrity
Disclosure 2-13: Delegation of responsibility for managing impacts		
2-13a	Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including: <ul style="list-style-type: none"> • whether it has appointed any senior executives with responsibility for the management of impacts • whether it has delegated responsibility for the management of impacts to other employees 	Appendix B: Governance, Ethics, & Integrity
2-13b	The process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people	Appendix B: Governance, Ethics, & Integrity
Disclosure 2-14: Role of the highest governance body in sustainability reporting		
2-14a	Whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information	Appendix B: Governance, Ethics, & Integrity
2-14b	If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this	Not Applicable
Disclosure 2-15: Conflicts of interest		
2-15a	The processes for the highest governance body to ensure conflicts of interest are prevented and mitigated	Integrity
Disclosure 2-17: Collective knowledge of the highest governance body		
2-17a	Measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development	Appendix B: Governance, Ethics, & Integrity
4. Strategy, policies and practices		
Disclosure 2-22: Statement on sustainable development strategy		
2-22a	Statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development	Introduction
Disclosure 2-23: Policy commitments		
2-23a	Describe its policy commitments for responsible business conduct, including: <ul style="list-style-type: none"> • The authoritative intergovernmental instruments that the commitments reference • Whether the commitments stipulate conducting due diligence • Whether the commitments stipulate applying the precautionary principle • Whether the commitments stipulate respecting human rights 	Integrity

CODE	DISCLOSURE	LOCATION OR RESPONSE
2-23b	Describe its specific policy commitment to respect human rights, including: <ul style="list-style-type: none"> The internationally recognized human rights that the commitment covers The categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment 	Integrity
2-23c	Links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	Bio-Rad Laboratories Code of Business Ethics and Conduct
2-23d	The level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	Chief Executive Officer
2-23e	Report the extent to which the policy commitments apply to the organization's activities and to its business relationships	Integrity
2-23f	How the policy commitments are communicated to workers, business partners, and other relevant parties	Integrity
Disclosure 2-26: Mechanisms for seeking advice and raising concerns		
2-26a	Describe the mechanisms for individuals to: <ul style="list-style-type: none"> seek advice on implementing the organizations policies and practices for responsible business conduct raise concerns about the organization's business conduct 	Integrity
Disclosure 2-27: Compliance with laws and regulations		
2-27a	The total number of significant instances on non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: <ul style="list-style-type: none"> instances in which fines were incurred instances in which non-monetary sanctions were incurred 	Appendix B: Governance, Ethics, & Integrity; Appendix C: Environment
2-27b	The total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: <ul style="list-style-type: none"> fines for instances of non-compliance with laws and regulations that occurred in the current reporting period fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods 	Appendix B: Governance, Ethics, & Integrity; Appendix C: Environment Nothing Material
2-27c	Describe significant instances of non-compliance	Appendix B: Governance, Ethics, & Integrity; Appendix C: Environment
Disclosure 2-28: Membership associations		
2-28a	Industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	Information is currently unavailable.

CODE	DISCLOSURE	LOCATION OR RESPONSE
5. Stakeholder engagement		
Disclosure 2-29: Approach to stakeholder engagement		
2-29a	Approach to engaging with stakeholders, including: <ul style="list-style-type: none"> the categories of stakeholders it engages with, and how they are identified the purpose of the stakeholder engagement how the organization seeks to ensure meaningful engagement with stakeholders 	About This Report
Disclosure 2-30: Collective bargaining agreements		
2-30a	The percentage of total employees covered by collective bargaining agreements	Appendix D: Human & Social Capital

GRI: Material Topics

GRI 3: Material Topics

CODE	DISCLOSURE	LOCATION, RESPONSE, OR REASON FOR OMISSION
Disclosure 3-1: Process to determine material topics		
3-1a	Describe the process it has followed to determine its material topics, including: <ul style="list-style-type: none"> how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships how it has prioritized the impacts for reporting based on their significance 	About This Report
3-1b	Specify the stakeholders and experts whose views have informed the process of determining its material topics	About This Report

GRI: Topic Standards

CODE	DISCLOSURE	LOCATION, RESPONSE, OR REASON FOR OMISSION
GRI 205: Anti-corruption		
Disclosure 205-1: Operations assessed for risks related to corruption		
205-1a	Total number and percentage of operations assessed for risks related to corruption.	Appendix B: Governance, Ethics, & Integrity
Disclosure 205-2: Communication and training about anti-corruption policies and procedures		
205-2a	Total number and percentage of governance body members that the organization's anticorruption policies and procedures have been communicated to, broken down by region.	Appendix B: Governance, Ethics, & Integrity
205-2b	Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	Appendix B: Governance, Ethics, & Integrity

CODE	DISCLOSURE	LOCATION OR RESPONSE
205-2c	Total number and percentage of business partners that the organization’s anticorruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization’s anti-corruption policies and procedures have been communicated to any other persons or organizations.	Appendix B: Governance, Ethics, & Integrity
205-2e	Total number and percentage of employees that have received training on anticorruption, broken down by employee category and region.	Appendix B: Governance, Ethics, & Integrity
Disclosure 205-3: Confirmed incidents of corruption and actions taken		
205-3a	Total number and nature of confirmed incidents of corruption.	Appendix B: Governance, Ethics, & Integrity
205-3b	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	Appendix B: Governance, Ethics, & Integrity
205-3c	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	Appendix B: Governance, Ethics, & Integrity
GRI 302: Energy		
Disclosure 302-1: Energy consumption within the organization		
302-1a	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	Appendix C: Environment
302-1b	Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	Appendix C: Environment
302-1c	In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> • electricity consumption • heating consumption • cooling consumption • steam consumption 	Appendix C: Environment
302-1e	Total energy consumption within the organization, in joules or multiples.	Appendix C: Environment
302-1f	Standards, methodologies, assumptions, and/or calculation tools used.	Appendix C: Environment
302-1g	Source of the conversion factors used.	Appendix C: Environment
Disclosure 302-2: Energy consumption outside of the organization		
302-2a	Energy consumption outside of the organization, in joules or multiples.	Environment ; Appendix C: Environment
302-2b	Standards, methodologies, assumptions, and/or calculation tools used.	Appendix C: Environment
302-2c	Source of the conversion factors used.	Appendix C: Environment
Disclosure 302-3: Energy intensity		
302-3a	Energy intensity ratio for the organization.	Appendix C: Environment
302-3b	Organization-specific metric (the denominator) chosen to calculate the ratio.	Appendix C: Environment
302-3c	Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.	All
302-3d	Whether the ratio uses energy consumption within the organization, outside of it, or both.	Energy used within the organization

CODE	DISCLOSURE	LOCATION OR RESPONSE
GRI 305: Emissions		
Disclosure 305-1: Direct (Scope 1) GHG emissions		
305-1a	Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.	Environment; Appendix C: Environment
305-1b	Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	Appendix C: Environment
305-1d	Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> the rationale for choosing it emissions in the base year the context for any significant changes in emissions that triggered recalculations of base year emissions 	Bio-Rad 2021 Sustainability Report
305-1e	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	IPCC's Fifth Assessment Report (AR5)
305-1g	Standards, methodologies, assumptions, and/or calculation tools used	Appendix C: Environment
Disclosure 305-2: Energy indirect (Scope 2) GHG emissions		
305-2a	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.	Environment; Appendix C: Environment
305-2b	If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.	Appendix C: Environment
305-2d	Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> the rationale for choosing it emissions in the base year the context for any significant changes in emissions that triggered recalculations of base year emissions 	Bio-Rad 2021 Sustainability Report
305-2e	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	IPCC's Fifth Assessment Report (AR5)
305-2g	Standards, methodologies, assumptions, and/or calculation tools used.	Appendix C: Environment
Disclosure 305-3: Other indirect (Scope 3) GHG emissions		
305-3a	Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.	Environment; Appendix C: Environment
305-3b	If available, the gases included in the calculation; whether CO, CH, NO, HFCs, PFCs, SF, NF, or all.	Appendix C: Environment
305-3d	Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	Environment; Appendix C: Environment
305-3e	Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> the rationale for choosing it emissions in the base year the context for any significant changes in emissions that triggered recalculations of base year emissions 	Bio-Rad 2021 Sustainability Report
305-3f	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	Not applicable
305-3g	Standards, methodologies, assumptions, and/or calculation tools used.	Appendix C: Environment
Disclosure 305-4: GHG emissions intensity		
305-4a	GHG emissions intensity ratio for the organization.	Appendix C: Environment
305-4b	Organization-specific metric (the denominator) chosen to calculate the ratio.	Appendix C: Environment
305-4c	Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	Scope 1 and 2

CODE	DISCLOSURE	LOCATION OR RESPONSE
Disclosure 305-5: Reduction of GHG emissions		
305-5a	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.	Environment ; Appendix C: Environment
305-5b	Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	Appendix C: Environment
305-5c	Base year or baseline, including the rationale for choosing it.	Bio-Rad 2021 Sustainability Report 2019 was chosen as the base year as it was the most recent year that was not impacted by changes in operations due to COVID-19.
305-5d	Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	Environment ; Appendix C: Environment
305-5e	Standards, methodologies, assumptions, and/or calculation tools used.	Environment ; Appendix C: Environment
Disclosure 305-7: Nitrous oxides (NOx), sulfur oxides (SOx), and other significant air emissions		
305-7a	Significant air emissions, in kilograms or multiples, for each of the following: <ul style="list-style-type: none"> • NOx • SOx • Persistent organic pollutants (POP) • Volatile organic compounds (VOC) • Hazardous air pollutants (HAP) • Particulate matter (PM) • Other standard categories of air emissions identified in relevant regulations 	Bio-Rad does not currently track NOx, SOx, or other significant air emissions.
GRI 303: Water and effluents		
Disclosure 303-3: Water withdrawal		
303-3a	Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: <ul style="list-style-type: none"> • Surface water • Groundwater • Seawater • Produced water • Third-party water 	Appendix C: Environment
303-3d	Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Appendix C: Environment
GRI 306: Waste		
Disclosure 306-1: Waste generation and significant waste-related impacts		
306-1a	For the organization's significant actual and potential waste-related impacts, a description of: <ul style="list-style-type: none"> • the inputs, activities, and outputs that lead or could lead to these impacts • whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain. 	Appendix C: Environment

CODE	DISCLOSURE	LOCATION OR RESPONSE
Disclosure 306-3: Waste generated		
306-3a	Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.	Appendix C: Environment
306-3b	Contextual information necessary to understand the data and how the data has been compiled.	Appendix C: Environment
Disclosure 306-4: Waste diverted from disposal		
306-4a	Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.	Appendix C: Environment
306-4b	Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: <ul style="list-style-type: none"> • Preparation for reuse • Recycling • Other recovery operations 	Appendix C: Environment
306-4c	Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: <ul style="list-style-type: none"> • Preparation for reuse • Recycling • Other recovery operations 	Appendix C: Environment
306-4e	Contextual information necessary to understand the data and how the data has been compiled.	Appendix C: Environment
Disclosure 306-5: Waste directed to disposal		
306-5a	Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste.	Appendix C: Environment
306-5b	Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: <ul style="list-style-type: none"> • Incineration (with energy recovery) • Incineration (without energy recovery) • Landfilling • Other recovery operations. 	Appendix C: Environment
306-5c	Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: <ul style="list-style-type: none"> • Incineration (with energy recovery) • Incineration (without energy recovery) • Landfilling • Other recovery operations 	Appendix C: Environment
306-5e	Contextual information necessary to understand the data and how the data has been compiled.	Appendix C: Environment
GRI 308: Supplier Environmental Assessment		
Disclosure 308-1: New suppliers that were screened using environmental criteria		
308-1a	Percentage of new suppliers that were screened using environmental criteria.	Appendix A: General Information

CODE	DISCLOSURE	LOCATION OR RESPONSE
GRI 403: Occupational Health and Safety		
Disclosure 403-8: Workers covered by an occupational health and safety management system		
403-8a	If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: <ul style="list-style-type: none"> • the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; • the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; • the number and percentage of all employees and workers who are not employees • but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. 	<u>Appendix D: Human & Social Capital</u>
403-8b	Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	<u>Appendix D: Human & Social Capital</u>
403-8c	Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	<u>Appendix D: Human & Social Capital</u>
Disclosure 403-9: Work-related injuries		
403-9a	For all employees: <ul style="list-style-type: none"> • The number and rate of fatalities as a result of work-related injury • The number and rate of high-consequence work-related injuries (excluding fatalities) • The number and rate of recordable work-related injuries • The main types of work-related injury • The number of hours worked 	<u>Appendix D: Human & Social Capital</u>
403-9b	For all workers who are not employees but whose work and/or workplace is controlled by the organization: <ul style="list-style-type: none"> • The number and rate of fatalities as a result of work-related injury • The number and rate of high-consequence work-related injuries (excluding fatalities) • The number and rate of recordable work-related injuries • The main types of work-related injury • The number of hours worked 	<u>Appendix D: Human & Social Capital</u>
403-9c	The work-related hazards that pose a risk of high-consequence injury, including: how these hazards have been determined which of these hazards have caused or contributed to high-consequence injuries during the reporting period actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	<u>Appendix D: Human & Social Capital</u>
403-9d	Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.	<u>People</u>

CODE	DISCLOSURE	LOCATION OR RESPONSE
Disclosure 403-10: Work-related ill health		
403-10a	For all employees: <ul style="list-style-type: none"> • The number of fatalities as a result of work-related ill health • The number of cases of recordable work-related ill health • The main types of work-related ill health 	<u>Appendix D: Human & Social Capital</u>
403-10b	For all workers who are not employees but whose work and/or workplace is controlled by the organization: <ul style="list-style-type: none"> • The number of fatalities as a result of work-related ill health • The number of cases of recordable work-related ill health • The main types of work-related ill health 	<u>Appendix D: Human & Social Capital</u>
403-10c	The work-related hazards that pose a risk of ill health, including: <ul style="list-style-type: none"> • how these hazards have been determined • which of these hazards have caused or contributed to cases of ill health during the reporting period • actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls 	<u>Appendix D: Human & Social Capital</u>
GRI 404: Training and Education		
Disclosure 404-2: Programs for upgrading employee skills and transition assistance programs		
404-2a	Type and scope of programs implemented and assistance provided to upgrade employee skills.	<u>People</u>
Disclosure 404-3: Percentage of employees receiving regular performance and career development reviews		
404-3a	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	<u>Appendix D: Human & Social Capital</u>
GRI 405: Diversity and Equal Opportunity		
Disclosure 405-1: Diversity of governance bodies and employees		
405-1a	Percentage of individuals within the organization’s governance bodies in each of the following diversity categories: <ul style="list-style-type: none"> • Gender • Age group: under 30 years old, 30-50 years old, over 50 years old • Other indicators of diversity where relevant (such as minority or vulnerable groups) 	<u>Appendix B: Governance, Ethics, & Integrity</u>
405-1b	Percentage of employees per employee category in each of the following diversity categories: <ul style="list-style-type: none"> • Gender • Age group: under 30 years old, 30-50 years old, over 50 years old • Other indicators of diversity where relevant (such as minority or vulnerable groups) 	<u>People; Appendix D: Human & Social Capital</u>
Disclosure 405-2: Ratio of basic salary and remuneration of women to men		
405-2a	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	<u>Appendix D: Human & Social Capital</u> Not broken out by locations of operation or employee category

CODE	DISCLOSURE	LOCATION OR RESPONSE
GRI 418: Customer Privacy		
Disclosure 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data		
418-1a	Total number and substantiated complaints received concerning breaches of customer privacy, including: <ul style="list-style-type: none"> • complaints received from outside parties and substantiated by the organization • complaints from regulatory bodies 	<u>Appendix B: Governance, Ethics, & Integrity</u>
418-1b	Total number of identified leaks, thefts, or losses of customer data.	<u>Appendix B: Governance, Ethics, & Integrity</u>
418-1c	If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	<u>Appendix B: Governance, Ethics, & Integrity</u>

GHG Verification Report

Lightstone Consulting, LLC is pleased to provide you with this 2021 Greenhouse Gas inventory verification report. This report provides Bio-Rad Laboratories, Inc. (“Bio-Rad”) with independent third-party limited assurance of Bio-Rad’s 2021 Scope 1 & 2 GHG Emissions. The attached report describes and documents the following topics: 1) the verification framework; 2) verification activities; 3) findings from this verification; 4) a verification statement attesting to the accuracy of the Bio-Rad GHG emissions reporting; 5) findings discovered during the verification process and 6) recommendations in the form of opportunities for improvement. The verification statement is signed by the Lead Verifier and the Independent Peer Reviewer. Lightstone Consulting has partnered with Mark Wilhelm of Tierra Resource Consultants, Walnut Creek, CA to provide peer review resources. Mark, an experienced GHG auditor, is the Tierra Director of Climate and Clean Energy.

This verified emissions report encompassed all of Bio-Rad operations for the 2021 calendar year. Bio-Rad reports emissions in the three reporting scopes; Scope 1 direct emissions, Scope 2 indirect emissions, and Scope 3 emissions that are upstream and downstream of Bio-Rad operations. This year, only Scope 1 and Scope 2 emissions are verified, while the Scope 3 methodologies were also reviewed, but not included in the verification statement. This successful third-party verification confirms the accuracy and completeness of the information provided to substantiate the 2021 Bio-Rad GHG emissions reporting.

In providing this limited assurance, Lightstone has found no evidence that the Bio-Rad 2021 GHG emissions report is incorrect, and that it is presented fairly in accordance with stated criteria.



Wolf Lichtenstein
Lead Verifier



Mark Wilhelm
Independent Peer Review



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.