



Bio-Rad Laboratories Sustainability Report

2023

BIO-RAD

MESSAGE FROM OUR CEO

Welcome to Bio-Rad's 2023 Sustainability Report

Throughout Bio-Rad's 70+ year history, our core operating principles have been, and continue to focus on, making a positive impact on our people and communities, adhering to the highest standards of business ethics, and minimizing our impact on the environment. Our 2023 report reflects these commitments in three critical areas: people-related initiatives across our global workforce, our compliance and business ethics programs, and the top contributors to our greenhouse gas (GHG) emissions.

We also recognize that the integrity of Bio-Rad's sustainability reporting depends on the completeness and accuracy of our data. To that end, during 2023, we worked cross-functionally and with external consultants to revamp the company's data collection and analysis. We believe we have laid a solid foundation for more transparent and accurate reporting going forward.

People

In 2023, we updated Bio-Rad's corporate mission to "advance science and save lives, together." We also articulated our core values of Focused, Accountable, Sustainable, and Together to foster a more cohesive culture, and promote behaviors that enable our global teams to work toward shared objectives across cultural contexts. During 2023, we expanded our Diversity & Inclusion (D&I) program globally and introduced several initiatives to engage senior leadership in D&I efforts, reduce selection bias in the hiring process, and advance female leadership. Our community involvement efforts in 2023 continued to focus on supporting educators to inspire the scientists of tomorrow through Bio-Rad's Explorer and Science Ambassador programs.



3 CORE OPERATING PRINCIPLES

- 1 **Positively impact our people and communities**
- 2 **Adhere to the highest standards of business ethics**
- 3 **Minimize our impact on the environment**



Ethics

Conducting business with integrity while adhering to the highest ethical standards is a cornerstone of Bio-Rad's long operating history. During 2023, we continued to exercise robust controls with respect to anti-corruption, bribery, data protection, conflicts of interest, and records management practices. We support those efforts with regular employee training, system enhancements, and compliance communications.

Environment

Between 2019 and 2023, our North American and European facilities achieved reductions in Scope 1 and 2 emissions thanks to on-site solar production and fuel cell generation, LED lighting upgrades, and contracted renewable energy purchases. During 2023, we conducted a thorough reassessment and validation of Bio-Rad's past emissions data going back to 2019 to establish a more accurate baseline and reliable benchmarks for future analysis and target setting.

As Bio-Rad's business evolves, we are also evaluating our long-term sustainability strategy to meet customer, regulatory, and operational needs. Key focus areas will remain unchanged and include diversity and inclusion, business ethics, and environmental impact reduction.

Advancing our sustainability goals would not be possible without the ongoing efforts of our employees, customers, and partners, and I would like to thank everyone for their commitment and valuable contributions. Together, let's continue to work towards a more sustainable future.



Norman Schwartz
CHAIRMAN & CHIEF EXECUTIVE OFFICER



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PEOPLE

Our Mission, Vision, Values

In 2023, we rolled out our updated mission, vision, and values, which focus on enhancing employee engagement, driving performance, and ensuring that our organization remains adaptable in an ever-evolving global landscape.

We believe that our mission to “advance science and save lives, together” provides a clear guiding framework and creates a shared sense of purpose and direction. Our vision to be a recognized leader in our markets, respected by customers, and home to diverse, exceptional talent provides long-term clarity and informs our tangible goals and high ethical standards. Our values of Focused, Accountable, Sustainable, and Together foster a cohesive company culture, and enable our teams to work toward common objectives while respecting local nuances. Together, this framework encourages employee collaboration and alignment in various cultural contexts.



GLOBAL WORKFORCE

Bio-Rad is a company with a diverse workforce of approximately 8,000 employees in over 30 countries. We are committed to developing a company culture that celebrates our employees and creates an equitable and inclusive workplace, provides ongoing professional growth opportunities, and develops programs that support and give back to our varied communities.

2023 GLOBAL EMPLOYEE DEMOGRAPHICS	2019	2020	2021	2022	2023
Full-time Employees	7,866	7,618	7,688	8,026	7,839
Male	4,430	4,336	4,371	4,533	4,415
Female	3,434	3,280	3,307	3,474	3,402
Undeclared Gender	0	0	0	1	1
Other Gender	2	2	10	18	21
Part-time Employees	255	260	206	187	186
Male	31	36	32	32	33
Female	224	224	174	155	153
Undeclared Gender	0	0	0	0	0
Other Gender	0	0	0	0	0
Total Employees	8,121	7,878	7,894	8,213	8,025
Male	55%	56%	56%	56%	56%
Female	45%	44%	44%	44%	44%
Undeclared Gender	0%	0%	0%	0%	0%
Other Gender	0%	0%	0%	0%	0%

In 2023, we expanded our D&I program by incorporating feedback from the 2022 U.S. employee survey to enhance our initiatives.



Diversity and Inclusion

At Bio-Rad, we are dedicated to fostering a global work culture that prioritizes employee growth, professional development, inclusivity, and engagement. We believe that embracing diversity makes us stronger, more innovative, and more successful.

Our Diversity and Inclusion (D&I) mission is to cultivate a workplace where everyone feels a deep sense of belonging and commitment. To achieve this, our strategy is centered on three main areas:

Attract Diverse Talent

We strive to educate employees on how best to attract and build high-functioning, diverse teams.

Engage Our Employees

We engage our employees as individuals and in groups to appreciate and promote the benefits of diversity at Bio-Rad.

Transform Our Culture

We seek to transform our culture into one that creates equal opportunities and fosters a sense of belonging for all.

In 2023, Bio-Rad laid the foundation for expanding its U.S.-based D&I program globally. A key highlight was our first Global Diversity Summit, held online in October, which engaged employees, leaders, and guest speakers across the globe. We also strengthened our D&I efforts with the addition of two full-time team members based in Hungary and India. Along with increased leadership engagement, this set the stage for expanded initiatives and program development in 2024.

D&I PROGRAM ACTIVITIES

Women in Leadership panel

at Bio-Rad's National Sales Meeting that directly engaged 125+ sales employees

D&I Recruitment Fair

at Bio-Rad headquarters in Hercules, California

Ongoing Employee Resource Group (ERG) activations

Community-based scholarships

(see Community Involvement section)

Leadership-led Course Chats

provided a safe space for employees to share insights from courses like "Unconscious Bias" and "Leading and Motivating People with Different Personalities"

Bi-annual Lunch and Learns

to foster community and provide informal opportunities for employees to learn about each other, their teams, and different roles

Listening sessions

through our Executive Speaker Series, facilitating knowledge sharing between employees and senior leaders who champion diversity and inspire others

Women in Leadership

A large portion of Bio-Rad's commitment to attracting diverse talent and building high-functioning teams includes our efforts to actively promote and increase female leadership in the company. In 2023, we launched Selection Bias Training to combat potential unconscious biases in the hiring process. We also continued to advocate for diverse hiring teams by encouraging hiring managers to include both female and underrepresented members on interview panels.

Learning and Development

Bio-Rad is committed to providing employees with the tools and resources they need to excel in their careers and contribute to the Company's success. In 2023, we continued our focus on promoting collaborative learning and the development of critical business skills across our organization.

Community Involvement

Bio-Rad's community involvement strategy and corporate philanthropic efforts in 2023 continued to focus on supporting educators to inspire the scientists of tomorrow, promoting research that improves lives, and serving our communities in ways that result in meaningful impact.



LEARNING AND DEVELOPMENT TOOLS

Bio-Rad Learning Academy

Provides our global workforce with a comprehensive suite of learning opportunities aligned with the company's strategic priorities. The Academy features six key Skill Tracks, curated by senior leadership, offering both foundational and advanced learning for all employees.

The Development Plan

Housed within our "Employee Central" platform, this tool encourages employees to actively engage in their growth by setting clear, actionable goals in collaboration with their managers.

Degreed

Enables employees to identify, track, and rate their skill development, providing personalized content and learning paths.

LinkedIn Learning

Offers 20,000+ expert-led courses, ensuring our workforce has access to cutting-edge knowledge and training.

12

scholarships
awarded to Bay Area students from diverse backgrounds.

46

college scholarships
awarded to students in communities where we operate.

\$94k

awarded
to high school students.

\$79k+

provided
through company donations and fundraising events.

Engaging Students in Science, Technology, Engineering, and Math (STEM)

Bio-Rad engaged with students through several programs in 2023, providing mentorship and educational opportunities that aimed to inspire the next generation of scientists and innovators.

Bio-Rad Explorer Program

For over 25 years, the Bio-Rad Explorer™ program has partnered with educators, researchers, and industry leaders globally to bring real-world molecular biology into classrooms.

Science Ambassador Program

This program encourages Bio-Rad employees and customers to volunteer in classrooms, leading students in a hands-on science-related activity.

Bio-Tech Summer Academy

Bio-Rad hosted over 25 San Francisco Bay Area high school students for a weeklong Biotech Summer Academy session. Activities included a tour of the facility, keynote speaker sessions, and a career roundtable. The week culminated in student presentations on biotechnology topics affecting society, with Bio-Rad employees serving as judges.

1.1M+

students

from 79 countries participated in the Bio-Rad Explorer program in 2023.

1,500+

students

engaged in the Science Ambassador Program in 2023.

32

Science Ambassador events

in 2023 were supported by Bio-Rad employees.



Ethics

Bio-Rad conducts business with integrity, adhering to the highest ethical standards. We implement robust controls on corruption, bribery, data protection, conflicts of interest, and records management, supported by regular training, system enhancements, and clear communication.


[LEARN MORE](#)

Compliance and Ethics Program



Our compliance and ethics programs include regular training, system enhancements, and effective communications.

ANTI-CORRUPTION TRAINING AND COMMUNICATIONS

ANTI-CORRUPTION	2019	2020	2021	2022	2023
Governance body members that anti-corruption policies and procedures have been communicated to					
Global	6 (100%)	6 (100%)	6 (100%)	6 (100%)	6 (100%)
Governance body members that have received training on anti-corruption					
Global	6 (100%)	6 (100%)	6 (100%)	6 (100%)	6 (100%)
Employees that anti-corruption policies and procedures have been communicated to (by region)*					
AMER	3,582 (>98%)	3,552 (>98%)	3,613 (>98%)	3,855 (>98%)	3,738 (>98%)
EMEA	3,472 (>98%)	3,212 (>98%)	3,049 (>98%)	3,084 (>98%)	2,896 (>98%)
APAC	1,135 (>98%)	1,144 (>98%)	1,223 (>98%)	1,395 (>98%)	1,377 (>98%)
* Employee count from HR system as of Dec 31, 2023. Employees do not include contractors, vendors, etc. This data report includes completions for all current and former employees, tracking the specific date of each completion for each year.					
In-scope employees that have received training on anti-corruption (by region)**					
AMER	3,822 (>98%)	4,075 (>98%)	3,583 (>98%)	3,520 (>98%)	3,309 (>98%)
EMEA	3,211 (>98%)	3,585 (>98%)	3,060 (>98%)	2,791 (>98%)	2,554 (>98%)
APAC	1,177 (>98%)	1,377 (>98%)	1,266 (>98%)	1,342 (>98%)	1,316 (>98%)
** Training recorded by the learning management system as completed at any time during each year. This data report includes completions for all current and former employees, tracking the specific date of each completion for each year.					
Business partners that anti-corruption policies and procedures have been communicated to (by region)					
AMER	NR	NR	148 (100%)	132 (100%)	110 (100%)
EMEA	NR	NR	219 (100%)	224 (100%)	213 (100%)
APAC	NR	NR	401 (100%)	414 (100%)	414 (100%)

ENVIRONMENT

Our Global Footprint

Bio-Rad has a physical presence in over 30 countries, with key manufacturing sites in the United States, France, Germany, Switzerland, and Singapore. While our mission is to advance science and save lives, we want to do so in an environmentally responsible way. Across Bio-Rad's global operations, our employees are leading sustainability initiatives through local Green Teams to implement environmentally friendly practices in our labs and workspaces.

Emissions

Tracking our emissions helps us identify trends and develop targeted reduction strategies. In 2023, we began an extensive reassessment and validation of past emissions data to establish a more accurate baseline, creating reliable benchmarks for future analysis and goal setting. With this in mind, we evaluated Bio-Rad's past Scope 1 and 2 emissions for approximately 65 manufacturing and R&D sites dating back to 2019. This is an ongoing effort that continues through 2024 into 2025. The results of this first phase are introduced below.



FLEET EMISSIONS

50%

of Bio-Rad's vehicle fleet

in the U.S. and Canada consists of hybrid vehicles since 2019.

In Europe, we expanded our fleet to include hybrid and plug-in hybrid vehicles, now making up 42% of our European fleet. In 2023, we did not observe significant changes in mobile emissions from our fleets.

EMISSIONS BY CATEGORY (MT CO ₂ e)*	2019	2020	2021	2022	2023
Scope 1					
Mobile, Fugitive and Stationary Sources	11,276	9,548	10,242	11,631	10,563
Scope 2					
Location-Based	14,550	14,426	14,810	13,690	13,906
Market-Based	15,690	16,198	15,914	14,029	13,920
Total Scope 1 & 2					
Location-Based	25,826	23,974	25,052	25,321	24,469
Market-Based	26,966	25,746	26,156	25,660	24,483
SCOPE 1 & 2 EMISSIONS – LOCATION-BASED, BY REGION (MT CO₂e)*	2019	2020	2021	2022	2023
Americas	17,877	16,867	16,919	16,326	16,199
Europe, Middle East, Africa	6,897	6,218	7,053	7,746	6,962
Asia Pacific	1,052	889	1,080	1,249	1,308

* Metric tons of carbon dioxide equivalent

From 2019 to 2023, our Americas facilities reduced overall Scope 1 and 2 GHG emissions through solar energy installations and energy-saving initiatives at our U.S. facilities, including solar arrays and fuel cells at our Hercules headquarters. Between 2021 and 2022, we added 2.7 MW of solar capacity, generating over 3.5 million kWh annually. In 2022, we also commissioned two Bloom Energy fuel cells, producing 3.75 million kWh per year, for a total of over 7 million kWh of on-site energy production annually.

In our European facilities, GHG emissions significantly decreased from 2019-2023, primarily due to contracted renewable energy purchases and a reduction in manufacturing operations. A sharp decline from 2019-2022 was driven by 100% renewable energy contracts in France, though in 2023 we reduced this commitment to 40% due to rising energy costs. In 2023, we also transitioned instrument manufacturing from France to Singapore, shifting associated Scope 1 and 2 emissions to our Asia Pacific region. Additional and more significant reductions were achieved through initiatives such as solar panel installations, energy-saving measures at facilities, and expanded electric vehicle charging infrastructure.



258

lbs. of trash

removed during an
Earth Day cleanup
in the Bay Area.

EMPLOYEE ENGAGEMENT

In 2023, the 608 volunteer members of Bio-Rad's global Green Team actively engaged employees in environmental stewardship.

600

lbs. of food waste

diverted from landfills
as a result of a Stop
Waste Initiative at our
Switzerland facility.

122

lbs. of trash

collected during
Coastal Cleanup Day
at Rodeo Creek.

Implemented waste stream separation

across Bio-Rad facilities, with
clearly marked compost and
recycling bins.

Adopted Equipment Exchange

across our Americas and
European facilities, an online
community facilitating lab
equipment exchange to
prevent waste from
reaching landfills.

Launched Meatless Monday

a platform for sharing
vegetarian recipes and
promoting plant-based
diets at our Marnes facility.

In 2023, two of our labs were awarded Green certification – the highest level granted by the My Green Lab program.



My Green Lab (MGL)

Since 2022, Bio-Rad has advocated for scientists to assess current workflows and integrate a holistic approach in sustainable practices. In 2023, two of our labs in California achieved certification by emphasizing recycling, motivating scientists to adopt new 'green' practices, and encouraging them to think environmentally in new ways.

Key energy-saving measures included LED lighting installations in labs and offices, using 100% recycled printer paper, adding low-flow aerators to sinks, and transitioning to motion-sensor lights to reduce energy consumption. Our scientists collaborated with Facilities and EH&S teams to launch a recycling program, reducing packaging waste and introducing a glove recycling initiative across multiple labs.

Restatements

Employee Demographics

The data reported in the 2022 Sustainability report for years 2019, 2020, 2021 and 2022 included contingent workers.

Anti-Corruption

The data reported in the 2022 Sustainability report for years 2019, 2020, 2021 and 2022 in the “Anti-corruption Communication” section are impacted by pivoting to using headcount data from the Company's annual report on Form 10-K instead of internal training team estimates. The data in the “Anti-corruption Training” section are impacted by pivoting to using course completion data directly from the training system. This data report includes completions for all current and former employees, tracking the specific date of each completion for each year.



MGL ENERGY SAVING MEASURES

- 1 **LED lighting in labs and offices**
- 2 **100% recycled printer paper**
- 3 **Low-flow aerators to sinks**
- 4 **Motion-sensor lights**



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

Bio-Rad's 2023 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.

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

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