



Advancing Together

2024 Sustainability Report

BIO-RAD



Welcome to Bio-Rad's 2024 Sustainability Report

Our 2024 Sustainability Report details Bio-Rad's progress in advancing scientific innovation, enhancing human health, reducing our environmental footprint, and upholding the highest standards of ethics and integrity.

It outlines our journey to further embed sustainability into our business strategy and decision-making to drive impact and value for our stakeholders, the communities we serve, and our environment.

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Message from Our CEO

In 2024, we advanced across all key areas of corporate responsibility—people, ethics, and environment—and we continued to build momentum throughout 2025.



Welcome to Bio-Rad's 2024 Sustainability Report

I am pleased to share our 2024 sustainability report, themed "Advancing Together." More than a progress summary, our report shows how we are moving forward together to advance scientific discovery that improves healthcare, uphold the highest standards of business ethics, strengthen environmental stewardship, and deepen our positive impact in the communities where we operate.

We are a purpose-driven company with aligned values and a culture that unites our people to pursue shared goals, while fostering collaboration, trust, and accountability. Rooted in respect, integrity, and responsibility, we empower one another to achieve our objectives and support each other along the way. This culture helps us navigate challenges, celebrate wins, and continually strive to do better for our customers, our people, and our planet.

People

We are committed to the growth and development of our people. In 2024, we expanded our Global Mentorship Program, an initiative that strengthens cross-functional connections, increases visibility for participants, and helps build a more diverse talent network that supports our strategic goals. We fully implemented the Leadership Development Program (LDP) as part of the Bio-Rad Learning Academy. We continued the LSG Technical Training Program to enhance technical capabilities across our teams and we introduced the Bio-Rad Rock Star Program in the U.S. to recognize and reward employees who participate in Bio-Rad-sponsored volunteering events. These initiatives reflect our belief that growth and development are ongoing journeys and that recognizing and investing in our people elevates our entire organization.

Ethics

At Bio-Rad, we are committed to maintaining the highest standards of integrity and compliance. In 2024, we launched a broad communication and training outreach plan that combines interactive training, leadership messaging, and an all-new Compliance and Ethics Week activity. This has increased awareness, engagement, and accountability across the organization. Looking ahead to 2025, we will continue to refine the outreach and training processes, ensuring we measure impact, close gaps, and continuously improve how we embed ethics into everyday decision-making.

Environment

Environmental stewardship remains a core priority. In 2024 we operated in an environmentally responsible manner across the organization and expanded our measurement of environmental performance to include additional sources of greenhouse gases. Bio-Rad, as part of a consortium with six other companies, has funded the construction of an additional 180 megawatts (MW) of solar power capacity. The renewable energy credits that we will receive will help reduce our carbon footprint while reinforcing a sustainable energy future. During 2024, three additional Bio-Rad labs earned certification from My Green Lab, underscoring our commitment to sustainable operations and responsible product stewardship. While we have made strides, there is more work to be done.

As we look to 2026, our focus remains on continuous improvement across our organization. I would like to thank our employees, customers, and partners for their contributions to sustainability, innovation, and community impact. Our collective efforts, and belief in our shared mission, enable us to advance together.

Norman Schwartz
Chief Executive Officer



About Bio-Rad

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Advancing Science to Save Lives

Headquartered in Hercules, California, Bio-Rad is a global leader in developing, manufacturing, and marketing a broad range of products for life science research and clinical diagnostics markets. We operate a global network of research, development, manufacturing, and sales operations with approximately 7,700 employees and \$2.6 billion in revenue in 2024. Our customers include universities, research institutions, hospitals, and biopharmaceutical companies, as well as clinical, food safety, and environmental quality laboratories. Together, we develop innovative, high-quality products that advance science and save lives.

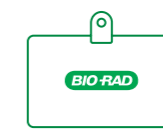
For over 70 years, we have continuously adapted to changing markets, advancements in technology, and new ways of operating. Our resilience and flexibility have been crucial to our success. At the same time, our unwavering commitment to quality and innovation, combined with a forward-thinking approach, has enabled us to create and offer new, valuable products to our customers.



\$2.6B Total sales in 2024



2 Business Segments



7.7K Bio-Rad Employees



30+ Countries of Operations

Our Foundations

Guided by our Mission, Vision, and Values

Bio-Rad’s Mission, Vision, and Values underpin our commitment to advancing science and healthcare. These guiding principles reflect our dedication to innovation, integrity, and making a meaningful impact in life science research and clinical diagnostics. Together, they shape our company’s strategic direction and culture.

Our Mission

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

Our Vision

To be a recognized leader in our markets, respected by customers, and home to diverse, exceptional talent.

Our Values

Focused

We put customer success and strategy at the center of what we do.

Accountable

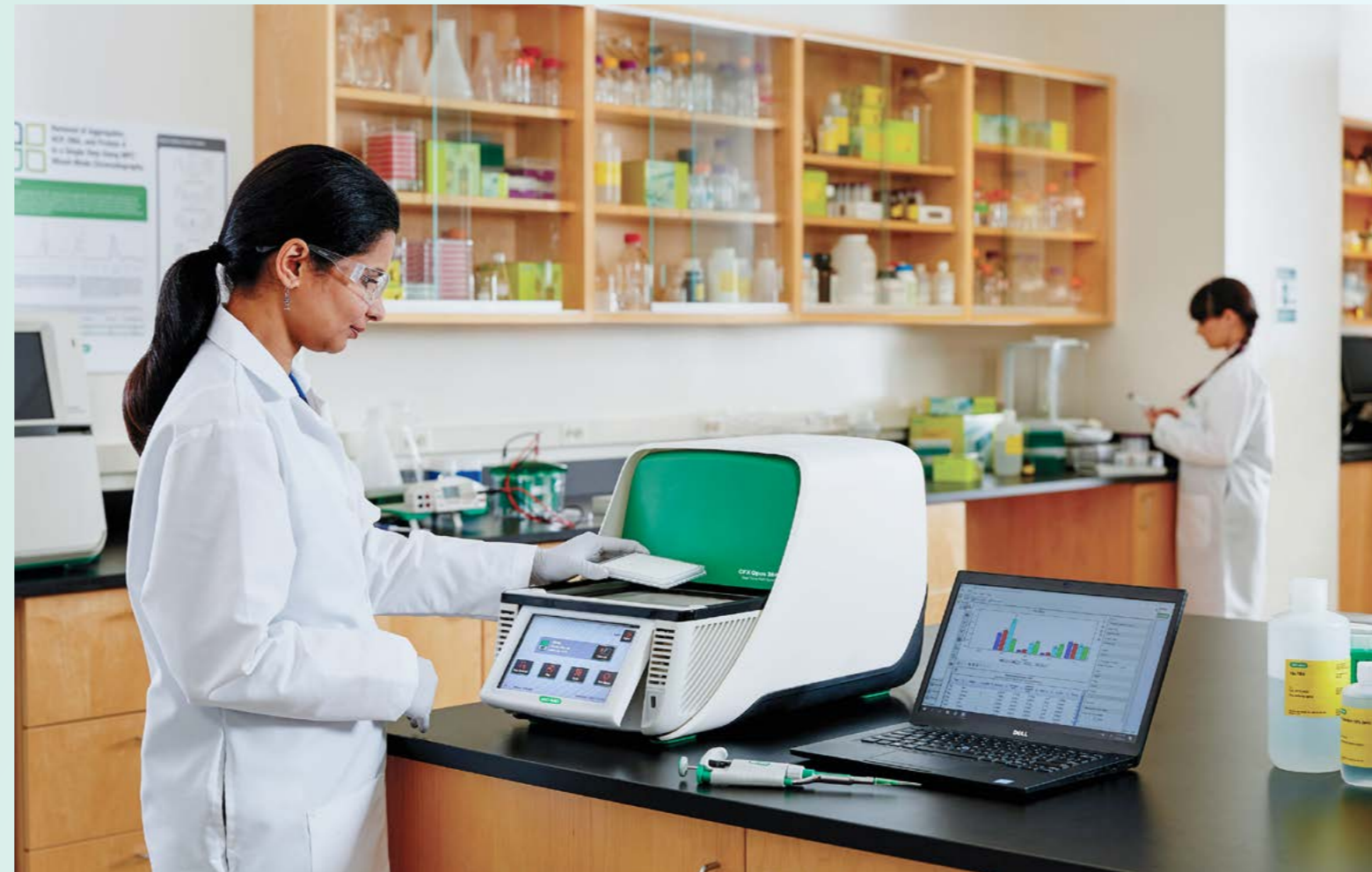
We honor commitments to customers, colleagues, and ourselves.

Sustainable

We are building a company that will stand the test of time.

Together

We respect one another as individuals, and we win together as a team.



- Empower every employee to honor their peers who exemplify Bio-Rad’s values through their actions.
- Celebrate individuals who not only embody our company values but also generate a positive impact on others.
- Foster a culture of appreciation and excellence, reinforcing the importance of living Bio-Rad’s core values.



2024 Values in Action Awards

As we’ve embedded our mission, vision, values into our company culture, we feel it’s important to recognize employees who exemplify these values.

Throughout the year, nominations are submitted for individuals and teams who model customer focus, critical thinking, data-driven mindset, and strategic leadership.

Winners are selected by a cross-functional committee and formally recognized at our quarterly company-wide Town Hall meetings.

Meet one of our Values in Action Award Winners



Denise Wloch – Field Application Specialist (Australia)

Denise organized an Evolis Educational Seminar for Life Blood Australia. Denise’s initiative and focus on the customer helped improve Bio-Rad’s relationship with Life Blood Australia and reinforced our relationship as a trusted long-term partner.



Bio-Rad Leadership & Executive Team

Our Executive Leadership and Board of Director members bring a diversity of skills, experiences, and backgrounds that mirrors our employees, customers, and communities. Our 2024 report highlights our progress as an ethical company dedicated to a sustainable future. This commitment is overseen by our senior leaders.

Our Board of Directors

Norman Schwartz
Chairman of the Board

Jeffrey L. Edwards
Compensation Committee Chair,
Audit Committee Member, Legal
and Regulatory Compliance
Committee Member

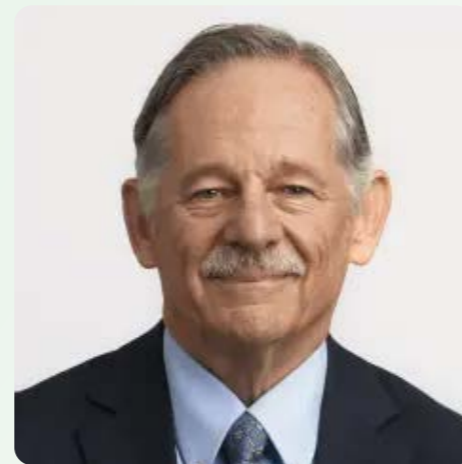
Greg K. Hinckley
Lead Independent Director,
Audit Committee Member,
Compensation Committee
Member

Melinda Litherland
Audit Committee Chair,
Legal and Regulatory Compliance
Committee Member

Arnold A. Pinkston
Legal and Regulatory
Compliance Committee Chair

Allison Schwartz
Director

Our Executive Team



Norman Schwartz
Chief Executive Officer



Jonathan P. DiVincenzo
President,
Chief Operating Officer



Roop K. Lakkaraju
Executive Vice President,
Chief Financial Officer



Courtney C. Enloe
Executive Vice President,
General Counsel and Secretary



Anette Engelhardt
Executive Vice President,
President, Clinical Diagnostics
Group



James Barry
Executive Vice President,
President, Life Science Group



Rajat Mehta
Executive Vice President,
Global Commercial Operations



Sedat Evran
Executive Vice President,
Global Supply Chain

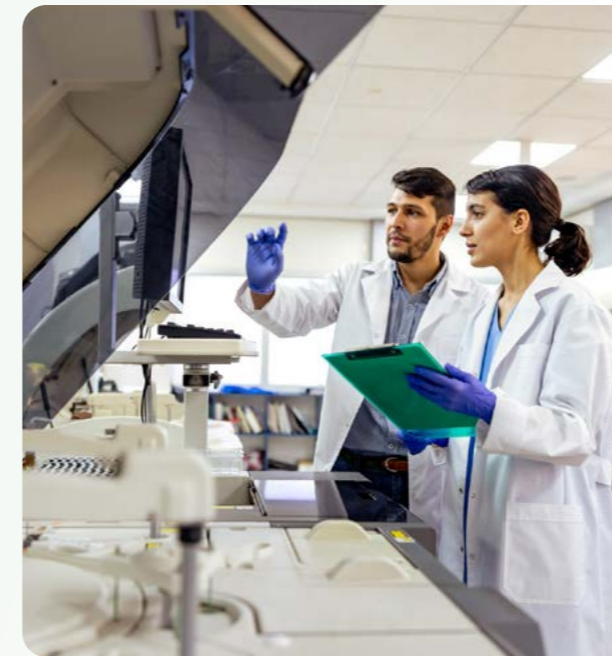
Operating with Integrity

Bio-Rad conducts its business with integrity and upholds the highest ethical standards. We implement robust controls to prevent corruption, bribery, conflicts of interest, and to protect records management and data privacy. These controls are reinforced by ongoing training, system improvements, and clear, proactive communication.



Governance

Corporate Compliance advances our missions through a combination of education and enforcement. Educational efforts include providing training and outreach to company employees and business partners about Bio-Rad’s legal obligations around the world, how Bio-Rad meets those obligations, and how non-compliance with those obligations can create risk for the company and its customers. Enforcement efforts include conducting investigations of any allegations of illegal or unethical conduct by our employees or business partners. It also includes conducting regular auditing and monitoring of internal and business partner controls to ensure that those controls are thorough and drive legitimate conduct.



Ethics

In 2024, we once again applied a multi-pronged communication and training approach for workforce members worldwide. We implemented a broad communication and training outreach plan, using a combination of interactive training, leadership messaging, the all-new Compliance and Ethics Week activity, coverage of key content across a range of languages, and outreach using voice, emails, banner images on PC lockscreens, and more.

In 2024, the campaign achieved 100% of in-scope employees on Dec 3, which was 11 days faster than the 2023 campaign. For 2025, we will continue all the main facets of the 2024 plan, plus make further refinements to the outreach and training tracking processes.

The Corporate Compliance Department has three foundational pillars:

- 1 Promoting and protecting Bio-Rad’s culture of integrity and ethics.
- 2 Ensuring our company, employees and business partners adhere to Bio-Rad’s legal obligations.
- 3 Identifying potential legal risks to our company. This includes ensuring compliance with our legal obligations related to corruption, data privacy, transparency, records management, and conflicts of interests.

Our 2025 Ethics Plans:

- Implementation of a new third-party management platform.
- Conduct a company-wide ethical culture survey.
- Enhanced several core trainings.

OPERATING WITH INTEGRITY (CONTINUED)

Delivering Anti-Corruption Training and Communications

ANTI-CORRUPTION	2020	2021	2022	2023	2024
Governance body members who have received anti-corruption policies and procedures					
Global	6 (100%)	6 (100%)	6 (100%)	6 (100%)	6 (100%)
Governance body members who have undergone anti-corruption training					
Global	6 (100%)	6 (100%)	6 (100%)	6 (100%)	6 (100%)
In-scope Employees Trained on Anti-Corruption (by region)*					
AMER	4,075 (>98%)	3,583 (>98%)	3,520 (>98%)	3,309 (>98%)	3,144 (>98%)
EMEA	3,585 (>98%)	3,060 (>98%)	2,791 (>98%)	2,554 (>98%)	2,343 (>98%)
APAC	1,377 (>98%)	1,266 (>98%)	1,342 (>98%)	1,316 (>98%)	1,231 (>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 to whom anti-corruption policies and procedures have been communicated (by region)					
AMER	NR	148 (100%)	132 (100%)	110 (100%)	180 (100%)
EMEA	NR	219 (100%)	224 (100%)	213 (100%)	231 (100%)
APAC	NR	401 (100%)	414 (100%)	414 (100%)	412 (100%)

Data Privacy

Our ESG program includes how we act as a responsible corporate citizen. Data privacy is one key element of that commitment. Our data privacy policies safeguard and appropriately manage personal information pertaining to employees, customers, business partners, and patients. These policies are governed by the Information Security and Privacy policy, which is accessible in several languages, including English, French, German, Portuguese, Japanese, Korean, Spanish, Chinese, Dutch, Italian, and Russian.



The key elements of our data privacy policies are:

- **Compliance with Data Protection Laws:** Bio-Rad is committed to managing personal information in accordance with all relevant data protection and privacy regulations.
- **Data Privacy Program Management:** The data privacy program is overseen using OneTrust and SharePoint systems to ensure effective management and compliance.
- **Incident Reporting:** There are established procedures for reporting data breaches and addressing requests from individuals regarding their personal data.
- **Training and Guidance:** Bio-Rad offers privacy training and guidance materials to ensure that employees are knowledgeable about best practices in data privacy.
- **Retention Policies:** All official records, including personal data held by Bio-Rad, must have a defined retention period to comply with local laws and Bio-Rad policy.



People

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People

A Global Workforce

We are dedicated to fostering a company culture that values and celebrates our diverse workforce. Our commitment includes creating a collaborative workplace, offering continuous professional development opportunities, and implementing programs that support and give back to the communities we serve.

Bio-Rad believes that its most valuable assets are its employees, and ensuring their well-being is a top priority for us. In 2024, 750+ roles around the globe were successfully filled. We are very proud of the average tenure of Bio-Rad employees globally, which was 9.8 years as of December, 2024. We believe this demonstrates Bio-Rad’s strong culture of collaboration, growth, and dedication.

9.8 Years

Average years of tenure with the company

GLOBAL EMPLOYEE DEMOGRAPHICS	2020	2021	2022	2023	2024
Male	4,372	4,403	4,565	4,448	4,250
Female	3,504	3,481	3,629	3,555	3,432
Unknown	2	10	19	22	19
Total	7,878	7,894	8,213	8,025	7,701

Empowering Career Growth

Bio-Rad is committed to supporting employees' growth and success through a range of development programs that build skills and advance careers.

By investing in our employees, we aim to create a skilled, and engaged workforce that drives our company's long-term success.



Global Mentorship Program

Our Global Mentoring Program is a key tool for fostering a supportive and dynamic workplace culture that benefits both individuals across all regions and business functions within the company.

This initiative strengthens cross-functional connections, increases visibility for participants, and builds a more diverse talent network that supports Bio-Rad's strategic goals. Through the program, participants have opportunities to develop their communication skills, connect with colleagues globally, enhance their leadership abilities, and contribute to the growth of others at Bio-Rad.

Currently, we have a global mentorship program that is available to employees from all business areas. In 2024, 89 pairings completed the Global Mentoring Program.



Roxana Hornung – Mentor

"With seven years at Bio-Rad and a well-developed network across various functions, I felt it was time to "pay it forward" and help someone navigate our organization more easily. I truly believe that collaboration and mutual support make us more efficient and effective in achieving our goals."



Frances Mayadeo – Mentee

"I gained so much more than simply insight into the interaction between Supply Chain Planning and Finance. My mentor talked me through a simple process of defining and executing short- and medium-term professional goals, with great success! I felt free to confide in my mentor and found them someone who was truly engaging and interested in my aspirations."

EMPOWERING CAREER GROWTH (CONTINUED)



Leadership Development Program

The Leadership Development Program (LDP) was fully implemented in 2024. It strengthens Bio-Rad’s global leadership capabilities by equipping current and emerging leaders with tools to navigate a rapidly changing business landscape.

This intensive six-month, cohort-based program includes a strategic group project with a sponsor, as well as individual and group coaching. It features three in-person “residencies” where participants learn and grow together, focusing on Leadership and High-Performance Teams.

Participants discuss, reflect on, and apply new insights in group settings and through sponsored projects. Leadership concepts are further explored via case studies, storytelling, interactive learning, and digital tools, all facilitated by expert coaches and consultants.

2024 Program Highlights

The LDP’s initial launch in 2024 involved a detailed selection process to identify and develop exceptional leaders from around the world. Thirty leaders were selected based on their potential to drive change and innovation within their organizations.

Participants worked in groups of five to six to analyze and provide recommendations for six critical business challenges, which they presented to the executive team at the program’s conclusion. Overall, the program received a 93% satisfaction score via participant survey at the end of the program. Participant feedback highlighted the positive impact of the LDP on their professional development.



Life Science Group Technical Training Program



The LSG Technical Training Program offers learning opportunities for technical career development and onboarding into LSG, and defines training pathways by function and role. The program emphasizes active participation and collaboration between managers and employees to grow and measure their skills and progress. In 2024, 415 LSG employees

and their managers rated skills on their Role Plans in Degreed. By leveraging this program, employees can chart career paths that enhance their individual performance and contribute to Bio-Rad’s success.

2024 Program Highlights:

- 20 Live Courses offered on the following topics: Design of Experiments, A3 Problem Solving, Design for Six Sigma, Kanban, Intellectual Property, Root Cause Analysis, Systems Architecture, and Statistics for Product Development.
- 23 Role Plans Developed.
- 415 people entered skill self-ratings and manager ratings.
- 16 Learning Pathways Developed.
- Piloted new e-learning software pilot.



“It has been a pleasure to bring LSG’s leadership vision for a unified technical training program to life. I look forward to what the program continues to make available to LSG’s product developers, and ultimately, our customers.”

– Lia Vosti, Head of LSG Technical Training

Safety & Wellness

At Bio-Rad, employee safety and wellness come first. We continuously evolve our programs, policies, and initiatives to minimize risk across manufacturing, R&D, logistics, and customer support, ensuring a safer, healthier workplace for all.



Accident Prevention

Corporate safety goals are monitored through management reviews. We track occupational safety data monthly at all sites to identify and expand best practices. While zero accidents remain our ultimate goal, we aim to minimize injury and illness incident rates. Our metrics, goals, and statistics encompass both regular employees and those not directly employed but whose work or workplace is controlled by Bio-Rad.

Work-Related Injuries

We are committed to protecting our employees by preventing work-related injuries and building a safe working environment. These values are consistently promoted and reinforced at all our locations.



GLOBAL – WORK RELATED INJURIES	2022	2023	2024
Workers covered by an occupational health and safety management system (number)	8,153	8,275	7,946*
Workers covered by an occupational health and safety management system (percentage)	100%	100%	100%
Recordable work-related injuries			
Employees & Non-Employees (rate)	0.86	1.10	1.09
Fatalities resulting from work-related injury and/or work-related ill health			
Employees & Non-Employees (total)	0	0	0
Employees & Non-Employees (rate)	N/A	N/A	N/A

* This data includes completions for all current and former employees, tracking the specific date of each completion for each year.



Products

Life Science Group

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Clinical Diagnostics

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Products

A Diversified Product Base

At Bio-Rad, we are dedicated to advancing research and saving lives by focusing on two main areas: life science research and clinical diagnostics. Between our two core market segments, we have a broad, diversified product base of more than 8,000 products across a variety of technologies.

Life Science Group

The Life Science Group supplies researchers with the tools to make breakthroughs in healthcare-related areas, helping them explore fundamental questions about proteins, genes, and cells.

Bio-Rad provides instruments, reagents, software, consumables, and content. These offerings span from cell biology and gene expression to protein purification and quantitation, drug discovery, food safety, plus more. Our products enable separation, purification, identification, and analysis of biological materials.



Food Safety

Food can be contaminated at multiple points along the four stages of the "Food Production Chain," which encompass production, processing, distribution, and preparation. Bio-Rad offers rapid testing solutions for food safety, water quality, wine quality, and veterinary diagnostics to food manufacturers and testing labs, significantly decreasing the time needed to obtain results. Ultimately, these efforts help protect public health by detecting contaminants and preventing foodborne illnesses.



Life Science Product Segments

Genomics

- Droplet Digital Polymerase Chain Reaction (PCR) ddPCR
- Genotyping & Gene Expression
- Gene Transfer & Modulation

Proteomics

- Protein Quantitation
- Protein Purification

Cell Biology

- Cell Sorting & Analysis
- Cell Imaging
- Antibody Technologies

Empowering Scientists and Lab Directors

As the demand for new therapies increases, scientists and lab directors are seeking innovative ways to enhance productivity and lower costs without compromising quality. Our life science research, manufacturing, and monitoring solutions aim to optimize workflows, adopt new techniques, and support advancements in human health.

Food Science Division (FSD)

dd-Check STEC Solution for Food Safety Testing

This assay detects virulence genes from Shiga toxin-producing Escherichia coli (STEC) in food samples. It is the first ddPCR method approved by the Association of Official Agricultural Chemists (AOAC) International, a leading association for food safety. Unlike standard qPCR testing methods for STEC, ddPCR technology can detect colocalization of virulence genes in a single bacterium, reducing false positives.

The Food Science Division (FSD) has started two initiatives related to the reduction of both plastic and the carbon footprint:

FSD teams in France have worked together to improve the delivery of our products by:

- Switching from air to truck cargo where possible to reduce CO₂ emissions.
- Replacing plastic bucket packaging with cardboard boxes to help optimize the transportation process.
- Increasing the quantity per package to reduce packaging waste.



Clinical Diagnostics

Bio-Rad is a world leader in clinical quality control products, services, and information systems that ensure accurate clinical test results across blood virus testing, blood typing, and autoimmune/genetic disorder testing markets.

We serve clinical laboratories in the global in-vitro diagnostics market with a specialty focus on diabetes management, immunology, infectious disease and molecular applications, newborn screening, and transfusion medicine.



Clinical Diagnostics Product Segments

Diagnostic Testing and Monitoring

- Diabetes
- Infectious Disease
- Autoimmune
- Transfusion Compatibility

Protecting the Blood Supply

- Blood Typing
- Blood Virus Screening
- HIV Confirmation Testing

Quality Assurance

- Quality Controls
- Quality Assessments
- Data Management

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.

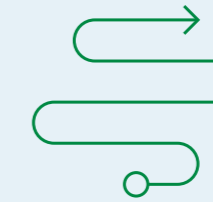
Today, we offer a range of diagnostic instruments, reagents, and screening assays to treat and monitor diabetes.



Newborn Screening

We take pride in our role in enhancing lives through the technologies, chemistries, and quality control systems that enable newborn screening. Our VARIANTnbs System is used in numerous national newborn screening programs around the globe. This innovative, fully automated system delivers a comprehensive patient profile from the outset, ensuring that each baby receives timely follow-up and care. Today, the most demanding laboratories rely on the VARIANTnbs System, whether they process just a few samples or hundreds each day.

2024 Quality Assurance Advancements



Quality is an essential part of our process, shaping how we manufacture and deliver

our products to ensure excellence and reliability at every step. In 2024, Bio-Rad implemented a multi-year "Green Sky Program" aimed at enhancing our global quality management system and standardizing processes to drive operational efficiency.

The program includes a unified electronic Quality Management System (eQMS) using Veeva Vault, with initial deployment of the Veeva QualityDocs module for Document Management completed in 2024. Alongside the implementation of QualityDocs, several key processes were standardized globally, including Corrective and Preventive Action (CAPA), Design Control, and Management Review.

Another milestone achievement in 2024 was the implementation of Veeva eTMF, the leading clinical trial master file (TMF) application used to ensure the quality, timeliness, and completeness of clinical trial documentation, to automate trial processes, and improve information exchange across stakeholders.



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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 to implement environmentally friendly practices in our labs and workspaces.

Targeting Sustainability

From design to manufacturing and shipping, we seek ways to be environmentally responsible. In 2024, we continued to advance our environmental efforts.



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.

An Ongoing Effort

Monitoring our emissions is an ongoing and significant effort, and we are far from finished. Last year, our focus was on tracking electricity and natural gas usage. For reporting year 2024, we expanded this

effort to include other sources of greenhouse gases, such as refrigerants and CO2 cylinders. Our updated scope 1 and 2 greenhouse gas emissions are shown below. Note that data for refrigerant and CO2 cylinders are provided for 2024 only. Part of our continuous improvement efforts also includes increasing the scope of sites beyond our manufacturing and R&D facilities.

In 2024, our reported Scope 1 emissions increased as we expanded our accounting to include additional chemicals and refrigerants. This broader scope gives us a more comprehensive view of our direct climate impact and strengthens our commitment to reducing emissions across all relevant sources. While the increase reflects improved reporting, it also highlights opportunities to further optimize and mitigate our operational footprint going forward.

EMISSIONS BY CATEGORY (MT CO ₂ E)	2020	2021	2022	2023	2024
Scope 1					
Mobile, Fugitive and Stationary Sources	9,548	10,242	11,631	10,563	15,167
Scope 2					
Location-Based	14,426	14,810	13,690	13,906	13,762
Market-Based	16,198	15,914	14,029	13,920	12,115
Total Scope 1 & 2					
Location-Based	23,974	25,052	25,321	24,469	28,930
Market-Based	25,746	26,156	25,660	24,483	27,282

*Refrigerants and chemicals such as CO2 added to greenhouse gas (GHG) emissions starting in 2024.

Expanding Our Use of Renewable Energy

In North America

By 2030, we aim to use 100% renewable energy across our U.S. operations. In 2024, we announced an investment, along with six other companies, to develop an additional 180 megawatts (MW) of solar power capacity. This solar facility is expected to begin operation in the second quarter of 2026. This renewable energy expansion represents a clean, innovative solution for Bio-Rad to achieve meaningful progress on our sustainability objectives and is expected to meet the projected electrical needs of our facilities in the U.S.

In Europe

At our Switzerland location, we are powered entirely by renewable energy and have installed a dedicated 476 kW solar array.

At two of our sites in Germany, we have secured agreements with our energy supplier to supply 100% renewable electricity.

In France, our Steenvorde and Gémenos locations currently source 40% of their energy from renewable sources through contracted agreements with our utility providers.

Energy Efficiency Efforts

In 2024, we saw a reduction of 700,000 kWh in nonrenewable electrical consumption at our Northern California campus in America. We also equipped our manufacturing sites in France and Germany with automated energy metering systems for utilities, such as electricity and water consumption.



Shipping More Product with Less Environmental Impact

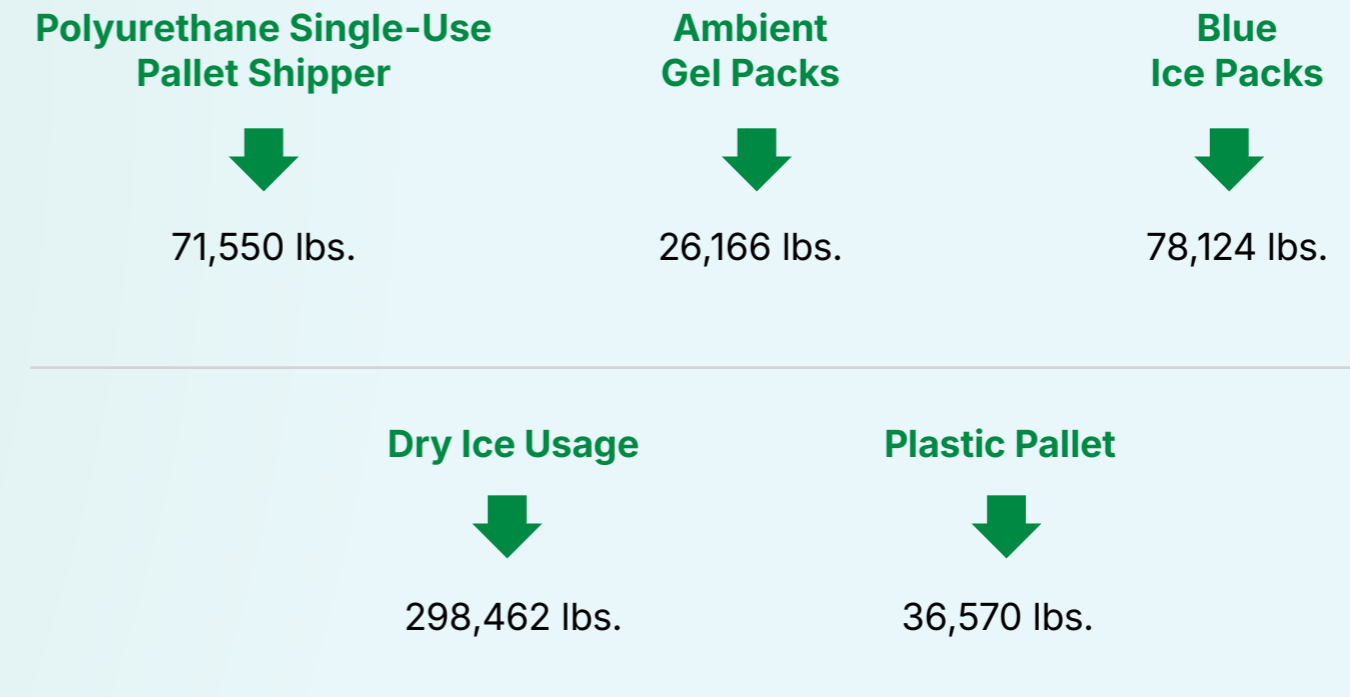


Shipping our products involves considering how we maintain cost, quality, and on-time delivery. Close collaboration with Peli Biothermal led to better processes for our refrigerated and frozen products called the “Credo Cargo” container. This new environmentally smart solution increases product volume per container, reduces labor and pack-out time, eliminates materials like dry ice, and lowers our environmental impact by using reusable containers – all while maintaining product quality during transit.

One Credo Cargo container replaces 2.8 single-use polyurethane pallet shippers. In 2024, we replaced 1,590 pallet shippers with Credo Cargo containers. Because they are frequently manufactured using metals, hard plastics, and other more recyclable materials, reusable systems confer less environmental impact than their single-use counterparts – often produced using foams that cannot be recycled easily.

Annual Reductions in Environmental Impact

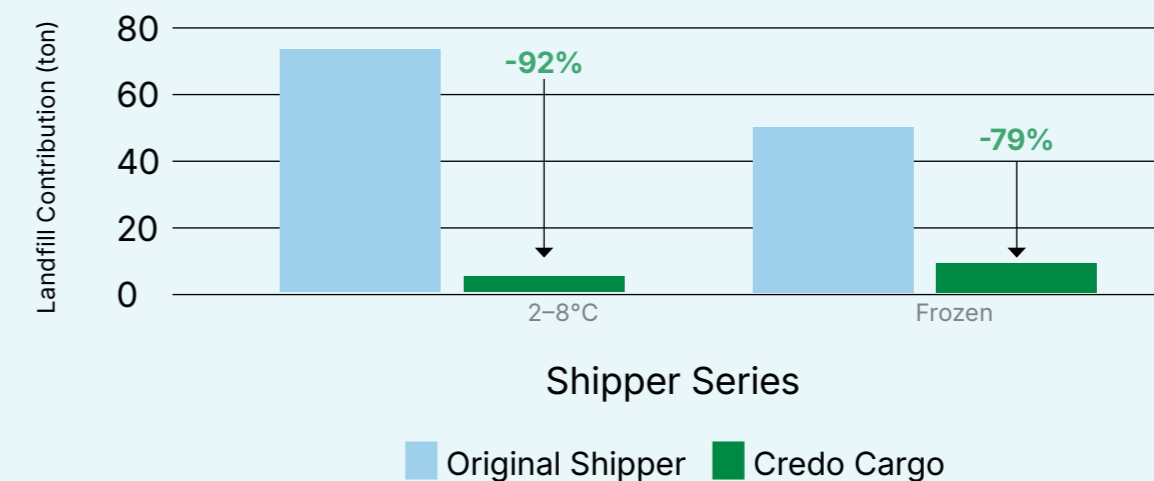
Elimination of 212,410 lbs. of Single-Use Packaging into EU



Reducing Waste to Landfill

The design of the Credo Cargo container not only provides exceptional thermal reliability, but also improves the overall life cycle of our products, ensuring they can be reused and repurposed effectively.

Landfill Contribution (U.S. ton)



Working to Lower Environmental Impact

We aim to develop products that minimize environmental impact, promote sustainability, and incorporate eco-friendly practices throughout their lifecycle.

Nuvia wPrime 2A Media



CHT Ceramic Hydroxyapatite Type I



Bio-Rad's mixed-mode chromatography resins enable two separation mechanisms to be used at once in a single step, from research purifications to biotherapy manufacturing. By combining two traditional steps into one, these multimodal products can reduce resource use – energy, materials, labor, and storage – eliminating the need to switch between separate purification steps.

Bio-Rad's exclusive CHT™ Ceramic Hydroxyapatite Media is a biodegradable powder mixed-mode resin. Bio-Rad championing these – along with its entire mixed-mode resin portfolio – demonstrates our advancement of green technologies and customer sustainability goals.

Across Bio-Rad's global operations, our employees are leading sustainability initiatives to implement environmentally-friendly practices in our labs and workspaces.



Preparing CHT resin slurry in container for column packing

My Green Lab (MGL)

Since 2022, Bio-Rad has encouraged lab managers and scientists to assess current workflows and integrate more sustainable practice. In 2024, three additional Bio-Rad labs achieved certification by emphasizing recycling, motivating scientists to adopt new “green” practices, and encouraging them to think in environmentally 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.



My Green Lab Certification

My Green Lab Certification is recognized by the United Nations’ “Race to Zero” campaign as a crucial indicator of progress toward a zero-carbon future. It is regarded as the gold standard for laboratory sustainability best practices worldwide. The program offers scientists and laboratory support teams practical ways to implement meaningful changes. Bio-Rad achieved its first lab certification in 2022.

Bio-Rad labs are committed to actively advancing sustainability initiatives. In 2024, three additional Bio-Rad labs earned certification from My Green Lab (MGL): our Neuried lab in Germany and two labs in the United States (Pleasanton, California and Ann Arbor, Michigan). All three labs achieved the green certification, which is the highest level awarded by My Green Lab.

Ann Arbor R&D Lab

Our Ann Arbor R&D center focuses on bioinformatics and data science, with a particular emphasis on developing sophisticated software solutions for single-cell assay analysis. This multidisciplinary approach allows us to deliver comprehensive solutions that span from antibody development to data-driven insights in biomedical.

2024 Environmental Initiatives

- 75% of lights have been updated with LED light replacements.
- Held sessions educating orgs on green practices.
- Initiated smart purchasing to combine shipments from green vendor.
- Focused on education through individual impact – turning off lights, updating signage with locations of recycling bins.
- All sinks now have aerators.

Pleasanton Lab

Our Pleasanton facilities in California are dedicated to advancing clinical diagnostics and supporting cutting-edge life science research, providing essential tools and services to accelerate scientific discovery and medical innovation.

2024 Environmental Initiatives

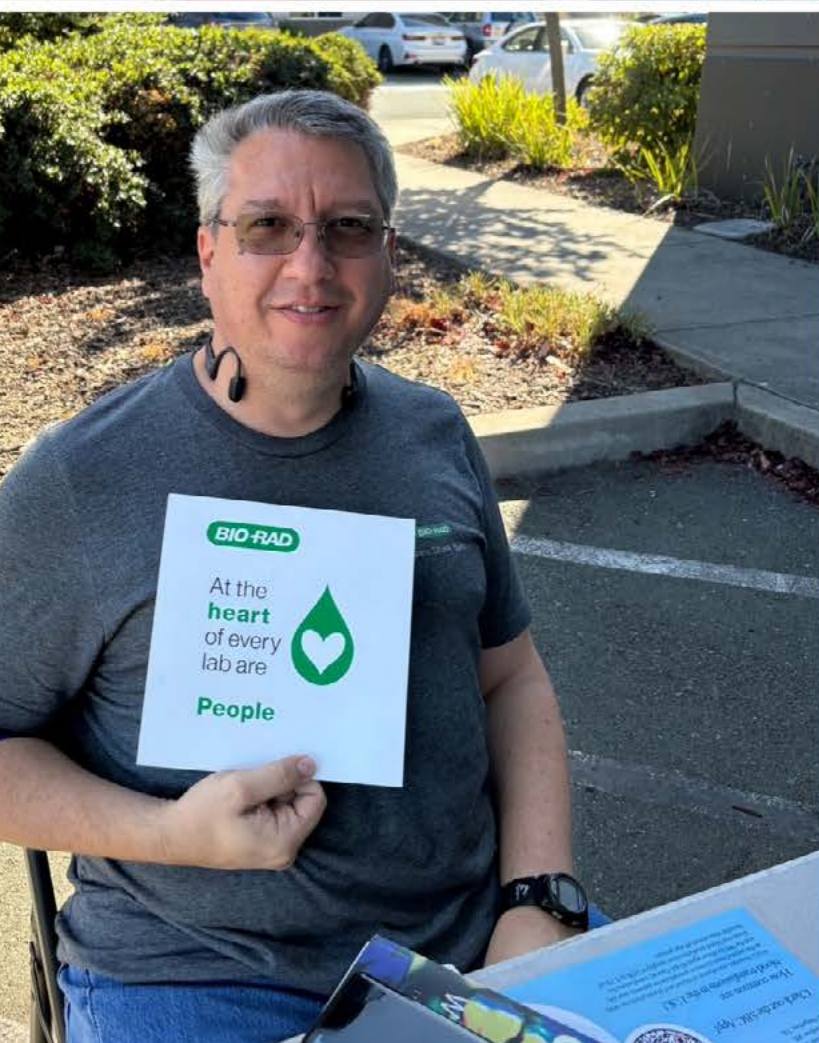
- Recycled 150 lbs of gloves.
- Educated staff on energy impacts and how their work affects the planet.
- Lighting upgrades with occupancy sensors.
- Signage added in several locations denoting where to recycle / how to recycle.
- All lab sinks now have aerators.
- Worked with cleaning crews to ensure green practices are executed on upon disposal.

Neuried Lab

Our Neuried laboratory in Germany is renowned for its expertise in providing bespoke antibody services, including the innovative HuCAL antibody generation technology and the advanced Pioneer Antibody Discovery Platform. These offerings enable researchers and developers to create highly specific and tailored antibody solutions for various applications.

2024 Environmental Initiatives

- Recycled 90 kg of tip racks, setting a benchmark for other facilities to emulate.
- Implemented the rinsing of 96-well UV plates, that were used for concentration determination of antibodies. These can easily be reused, leading to a reduction of plastic waste and to lower material costs.



Community

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Community

At Bio-Rad, our ongoing community engagement drives actions that align with our three overarching pillars.

1
We work to inspire the scientists of tomorrow.

We are passionate about science education.

2
We serve the communities in which we live and work.

We support and strengthen nearby communities through partnerships and engagement.

3
We support disease research worldwide.

We raise awareness and fund research to help eradicate and treat today's global pandemics.

Inspiring the Scientists of Today and Tomorrow

At Bio-Rad, we are dedicated to advancing knowledge through education. We support current scientists and empower educators who train future scientists with the tools and resources they need to excel in their careers.



Bio-Rad Academy

With over 11,500 active users, the Bio-Rad Academy is a dynamic collection of high-quality online courses for scientists of all levels. Program courses range from fundamental techniques to advanced topics spanning many different research areas and disciplines. The Bio-Rad Academy is not only a place to learn but also a place to collaborate. When participants sign up for a class, they automatically have access to topic-specific, online communities to foster and facilitate learning. These forums are a place to ask questions, see answers, and share ideas with their own peers as well as Bio-Rad scientists. Whether participants are new to a technique or looking to refine their skills, they will gain valuable insights and expand their skills.



Bio-Rad Explorer Program

At Bio-Rad, we are committed to inspiring curiosity and fostering learning by providing innovative and high-quality educational resources designed to engage students in the pursuit of scientific understanding. For decades, we have supported students pursuing careers in science, technology, engineering, and mathematics (STEM) through the Bio-Rad Explorer Program, annual college scholarships, and other programs that engage students at various stages of their academic journeys. By supporting these students and fostering their interest in science-related fields, we are proud to play a role in helping build tomorrow's workforce of scientists, engineers, and innovators who will make scientific breakthroughs and save lives.

Innovative Classroom Kits for Science Education

The Bio-Rad Explorer Program invites scientific curiosity into classrooms with relevant and engaging hands-on activities that excite students from high school through university. Over 1 million students each year across the globe use these kits – we are committed to making engaging science education accessible to students no matter whether they live in a place with a thriving science community or far from science centers.



- AP Biology Kits
- CRISPR Gene Editing Kits
- pGLO Bacterial Transformation and GFP Kits
- DNA Extraction and Electrophoresis Kits
- PCR and Real-Time PCR Kits
- Protein, Enzyme, and ELISA Kits
- Microbiology and Biological Pathway Kits
- Cloning and Sequencing Explorer Series
- Protein Expression and Purification Series

Training Future Health Professionals

HOSA (Health Occupations Students of America) is a national student organization focused on developing future healthcare professionals, providing leadership, service, and recognition opportunities for students in health science programs. Bio-Rad is a premium sponsor of HOSA, and their biotechnology skills competitive event, where students compete in mastering hands-on laboratory skills relevant to careers in the life sciences industry. In 2024, almost 2,200 students from 39 U.S. states, Canada, Mexico, China, and Korea participated, representing an increase of 23% over 2023. Finalists competed at the HOSA International Leadership Conference in Houston, Texas in June 2024. Bio-Rad employees were among the judges for the event.



Bio-Rad Science Ambassador Program



Launched in 2012, the Bio-Rad Science Ambassador Program connects professional scientists with educators to bring real-world science into classrooms and inspire future innovators. The program highlights STEM career opportunities and nurtures a lifelong passion for science among students of all backgrounds. Open to grades 3–12 across the United States and Canada, it strengthens collaboration between the life sciences and education communities through in-class events. During these sessions, students perform molecular biology experiments under the guidance of scientists, gaining hands-on experience and discovering that science is engaging and accessible. In 2024, 853 students participated in ten Science Ambassador events nationwide.

Supporting Science Educators

By investing in science educators, we empower them to nurture the next generation of thinkers and innovators, ultimately benefiting society as a whole. Bio-Rad sponsors continuing education programs for teachers to continue their own learning and keep pace with relevant scientific advances. In 2024, Bio-Rad collaborated with the InnovATEBIO National Biotechnology Education Center and the Center for the Plant and Life Sciences at St. Louis Community College to host a hands-on workshop. This event focused on real-time and digital droplet PCR technology, providing 16 high school and undergraduate educators with the knowledge and skills to introduce these advanced techniques to their students. The Bio-Rad Explorer Program’s team of education specialists also keep teachers informed on the latest technologies and give them the confidence they need to excel in their classrooms.

In 2024, free professional development events were provided to educators by Bio-Rad Curriculum Training Specialists and Bio-Rad Explorer Teacher Fellows.



2024 Bio-Rad Teacher Training Highlight



2.9K+

Number of educators trained through free workshops and webinars.



4.9K

Number of hours dedicated to teacher training.



143

Number of professional development workshops taught by Bio-Rad employees.

Philanthropy

Enhancing community well-being and creating lasting change

Bio-Rad Scholarships

Scholarships play a vital role in empowering individuals and promoting a more equitable society. Bio-Rad’s scholarship program, providing annual college scholarships to students in their local communities, began in 2003. The first scholarships were created in memory of Ron Mardigian, who spearheaded Bio-Rad’s educational program in the 1990s, and to honor David and Alice Schwartz, who founded Bio-Rad in 1952. To date, more than 250 scholarships have been awarded to deserving students. In 2024, we awarded a total of 43 scholarships to graduating high school students in several U.S. communities in which we operate with 12 scholarships awarded to underprivileged students in Northern California, where Bio-Rad is headquartered.



Teacher Training During Hurricane Beryl

In collaboration with the NSF ATE InnovATEBIO National Biotechnology Education Center, Bio-Rad planned to hold a free five-day biotech bootcamp in 2024 for biotechnology teachers at a high school in Houston, TX. The event overlapped with Hurricane Beryl’s landfall in Houston, closing the high school. To ensure the attendees were not let down, Bio-Rad trainers coordinated with hotel staff to host the first two days in the hotel’s breakfast area. Each of the 18 teachers completed 40 hours of professional development and returned to their schools more prepared to support their students.



43

In 2024, a total of 43 scholarships were awarded.

Giving back to the communities in which we live and work

At Bio-Rad, we are dedicated to making a positive impact on society, not only through the development of products and technologies that enable customers to make scientific discoveries and save lives, but also through our philanthropic initiatives, volunteer work, and fund-raising activities.



The first scholarships were created in memory of Ron Mardigian, who spearheaded Bio-Rad’s educational program in the 1990s.

2024 Volunteering Activities

At Bio-Rad, we believe in giving back to the communities where our employees live and work. Our volunteering efforts reflect our social responsibility and give our people genuine ways to contribute positively through diverse community programs. These activities not only support important causes but also foster a sense of connection, teamwork, and purpose among our employees. By volunteering, Bio-Rad employees help create stronger communities and embody our values of compassion and responsibility.



By participating in volunteering efforts, Bio-Rad employees foster healthier, more vibrant communities and live out our values of compassion and responsibility.

Bio-Rad Rock Star Program

In 2024, we developed a pilot program in the U.S. called the "Bio-Rad Rock Star Program" to recognize and reward employees who attend Bio-Rad sponsored volunteering events or other qualifying events that fit within Bio-Rad's three Community Involvement pillars. While this program is still in its infancy, we look to grow this initiative to better track our employees' volunteerism at a global level and create a shared sense of pride around involvement.



Online Blog

Through our "Life @ Bio-Rad" online blog and social media accounts, we celebrated the team's accomplishments and continued to foster a culture that values giving back. With wide-reaching educational programs designed for students and educators alike, we were also proud to continue our longstanding support of science education.

United States

- Collected 596 lbs of trash and 56 lbs of recycling from two San Francisco Bay Area Creek Cleanup events (Earth Day and International Coastal Cleanup Day).
- Hosted over 25 San Francisco Bay Area high school students for a weeklong Biotech Summer Academy session.
- Sponsored Ohlone Elementary and Hercules High School Robotics Teams.
- 42,552 gallons of fresh water conserved through a plastic recycling program.
- 58 lbs of fossil fuels were reduced through a plastic recycling program.
- 376 lbs of combined CO₂e reduced through a glove recycling program.
- Donated 109 units of blood at Blood Drives, roughly enough blood to save 327 lives.

France

- Collected 1 ton of food and hygiene products during the Restos du Coeur Campaign.
- Participated in the "Race of Lights Step Challenge," a national event which brings together companies to address sedentary lifestyles and raise funds for cancer treatment and prevention.
- "Standing Together in the Fight Against Cancer" event, supporting the Cami Sport & Sante association for men and women.
- Joined the Bike to Work program, and biked 3,980 kilometers.
- Organized Health Month activities such as Pilates and Cross Training at Cressier site.
- Summer afternoon with Town Hall, lunch and team games activities.

UK

- Cooked over 80 meals, over 3 shifts for the New Hope community homeless shelter.
- Participated in World Animal Day.
- Participated in Bubble Rush fun run to support local charity.

Germany

- Sent 90 kg (198 lbs) for recycling in Neuried lab.
- Recycled 90 kg of tip racks

Spain

- Training activity – LSG employees put students in contact with the company & collection of CVs for our internship recruitment database.

- Donated to Madrid Food Bank.

Denmark

- Partnered with a local Danish organization to put together gifts for children that will be distributed in local hospitals this Christmas.

Community Commitments

Every year, Bio-Rad employees take part in the following events that raise awareness and funds for important causes in the communities where we operate.



AIDS Walk

Since 2005, Team Bio-Rad has participated in the AIDS Walk San Francisco, raising funds to support vital HIV programs and services in the Bay Area. In addition to developing HIV test kits and consumables, we enhance our commitment through annual awareness campaigns, employee donations, and sponsorship of events.



Gobbler's Cup National Food Drives

For the last eight years, Bio-Rad has held annual food drives that foster friendly competition amongst our teams during the Holidays. During the month of November, teams throughout the U.S. are invited to donate to one of seven food banks across various communities where Bio-Rad has a presence. The winning team is awarded the "Gobbler's Cup" based on the highest



donation total per person average. Together in 2024, we raised nearly \$4,000.

Light the Night

Bio-Rad offers several product lines that contribute to advancements in cancer research. In 2022, we began partnering with the Leukemia & Lymphoma Society for their "Light the Night" cancer walk in



Northern California. The funds raised by this community support lifesaving research, advocacy, and assistance for blood cancer patients and their families. In 2024, we were once again proud to gather as a community to celebrate, honor, and remember those touched by blood cancers and bring light to the darkness of cancer.

Tour de Cure

Since 1999, Bio-Rad has been involved in supporting diabetes research and awareness through the American Diabetes Association's annual Tour de Cure bike ride fundraiser. In addition to our participation in this event, we proudly develop and manufacture a range of diabetes monitoring products.



Advancing Together.

Advancements toward our sustainability goals are only possible through the dedication of our employees, customers, and partners. We thank everyone for their commitment and valuable contributions.

We'll continue Advancing Together.





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