bio-techne®

2024

Corporate Sustainability Report

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Letter from our CEO

It is truly an honor to lead Bio-Techne's global team on our mission to improve ***the quality of life*** by catalyzing advances in science and medicine.

Kim Kelderman
CEO

Following six successful years leading Bio-Techne's Diagnostics & Genomics Segment, I was appointed as President & Chief Executive Officer of the Company effective February 1, 2024. It is truly an honor to lead Bio-Techne's global team on our mission to improve the quality of life by catalyzing advances in science and medicine. Following my appointment as CEO, I am even more confident in our long-term strategic vision, and the team's ability to capitalize on the tremendous opportunity in front of the Company.

Despite an evolving macroenvironment and a dynamic life science industry, the Bio-Techne team delivered 1% organic growth and revenue approached $1.2 billion in our fiscal 2024. This peer-leading result was achieved through strong positioning across our four growth pillars, namely cell & gene therapy, proteomic analytical tools, spatial biology, and molecular diagnostics. We delivered this performance with a continued focus on durable, profitable growth, achieving an adjusted operating margin of 32.1% for the fiscal year. GAAP earnings per share were $1.05 for the fiscal year, while adjusted EPS was $1.77 per diluted share. We also returned $130 million in capital to our shareholders through $50 million in dividends and $80 million in share buybacks.

As you will see in the coming pages, we also made significant progress positioning Bio-Techne for a sustainable future, and our EPIC values remain the guiding force propelling the Company forward on this front. At Bio-Techne, EPIC stands for Empowerment, Passion, Innovation and Collaboration; this mantra is how our employees approach their roles and provides the backbone for our drive for constant improvement across the organization. We have documented and, when possible, quantified our progress furthering the four pillars that support our sustainability initiatives throughout this, our fourth, Corporate Sustainability Report.

Thanks,

Kim Kelderman
President & CEO, Bio-Techne®

$1.159B
FY24 REVENUE

1%
ORGANIC REVENUE GROWTH

$285M
ADJUSTED NET EARNINGS

Letter from our CSO

An Introduction from Shane Bohnen, *Chief Sustainability Officer*, General Counsel, and Corporate Secretary

Shane Bohnen
CSO

At Bio-Techne, our mission is to improve the quality of life by catalyzing advances in science and medicine. We achieve this mission not only through our differentiated, trusted, quality products but also through our leadership in industry in how we develop our people, support our communities, and advance our mission to become a more sustainable company.

The last year since publishing our 2023 Corporate Sustainability Report proved to be one of Bio-Techne's most consequential. After a rigorous process spanning eighteen months, Bio-Techne's Board selected and appointed Kim Kelderman as CEO. In addition to successfully selecting a new CEO, our Board appointed the deeply qualified and experienced new director Dr. Judith Klimovsky. These exciting new appointments were tempered by having to say goodbye and wish a happy retirement to our former CEO Chuck Kummeth and outgoing director with 34 years' service, Dr. Randy Steer.

I am especially proud of the significant progress made on our sustainability journey. While we've detailed our progress across our Four Pillars in this fourth Corporate Sustainability Report, I'd like to highlight the following achievements:

- We submitted a letter of commitment to reduce our Scope 1, 2 and 3 greenhouse gas emissions, to be validated by the Science Based Targets Initiative (SBTi) in 2026.
- We hired a Director of Sustainability to spearhead, coordinate, and oversee our sustainability efforts across the business. The sustainability director reports to me, works and leads across the enterprise, and manages the operation of the Sustainability Working Group, a multi-disciplinary team of leaders responsible for executing our sustainability strategy.
- We completed our first EcoVadis sustainability assessment to evaluate our performance in environment, labor and human rights, ethics and sustainable procurement, and earned a Bronze Medal with a score of 57.
- We are finalizing completion of a priority assessment, evaluating both financial materiality and impact materiality, to prepare for upcoming required compliance with the European Union's Corporate Sustainability Reporting Directive.
- We committed to supporting the United Nations Global Compact, a voluntary initiative to implement universal sustainability principles, and we joined as a participant in July 2024.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

BRONZE 2023 ecovadis Sustainability Rating

WE SUPPORT UN GLOBAL COMPACT

ESG Pillars

Environmental, Social & Governance Pillars

Our Corporate Sustainability Report (CSR) is organized around four key pillars: Our People, Our Commitment to Advancing Science, Governance and Operational Integrity, and Our Commitment to the Environment. We have made considerable progress since our inaugural CSR report in 2020, and are proud to offer this annual update on our accomplishments and future plans with respect to our four pillars. We remain focused and committed to cultivating growth in a responsible manner, supporting our employees and the communities they work and live in, and leveraging our deep scientific capabilities to deliver the products necessary to enable the discoveries necessary to develop and advance the next-generation therapeutics, vaccines and diagnostics that improve global healthcare.

PILLAR ONE

Our People

PILLAR TWO

Advancing Science

PILLAR THREE

Governance & Operational Integrity

PILLAR FOUR

The Environment

ESG Pillars

PILLAR ONE

Our People

Everything starts with Pillar One, Our People. Without our dedicated, passionate, and innovative Bio-Techne team members we could not develop the tools that academic, medical, and biopharma researchers rely on every day to push science forward. We have grown the Bio-Techne team from 780 employees in fiscal 2013 to approximately 3,100 at the end of fiscal 2024.

Bio-Techne supports the diverse background and interests of our team members through 11 Employee Resource Groups (ERGs), including ERGs supporting our LGBTQ+, Asian Pacific Islander, and Black employees as well as a number of groups supporting a variety of interests and cultural backgrounds, from career development to mentorship. We remain proud of Bio-Techne's inclusion on the Forbes 2022 list of America's Best Mid-Size Employers and Forbes' 2022 list of Best Employers for Diversity, and have continued to invest in our employees and innovate how to engage more deeply and enrich our strong culture.

ESG Pillars

PILLAR TWO

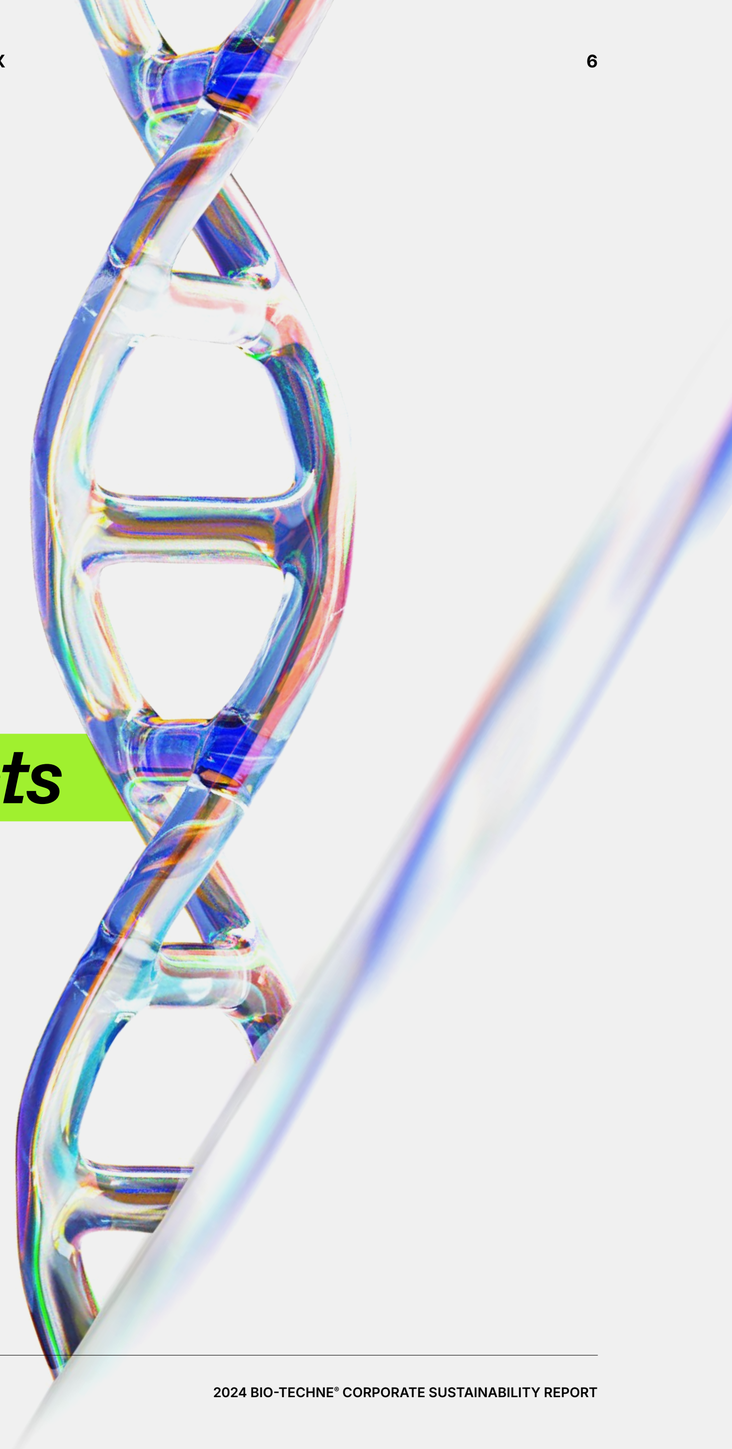
Our Commitment to

Advancing Science

Bio-Techne has a 48 year history developing innovative and cutting edge tools to advance biopharmaceutical and academic scientific discoveries as well as technologies to enable and improve disease diagnosis. Our second pillar, Our Commitment to Advancing Science, goes beyond developing the products the scientific community needs to drive discoveries, to delivery of these products with a focus on sustainability, quality, responsible sourcing, and a commitment to continuously improve how we package these products to minimize our environmental footprint. In fiscal 2024 we bolstered our product portfolio by commercializing almost 800 new products to the scientific community, adding to our catalogue of >1,000,000 unique product SKUs.

This commitment to advancing science is evident in our growing portfolio of reagents, instruments, technologies, solutions and services to improve medical research and the development of cutting-edge therapies and diagnostics. We opened a new 52,000 square foot facility in Wallingford, Connecticut, doubling our operational footprint to provide a five-fold increase in Ella immunoassay cartridge production capacity.

800 New Products

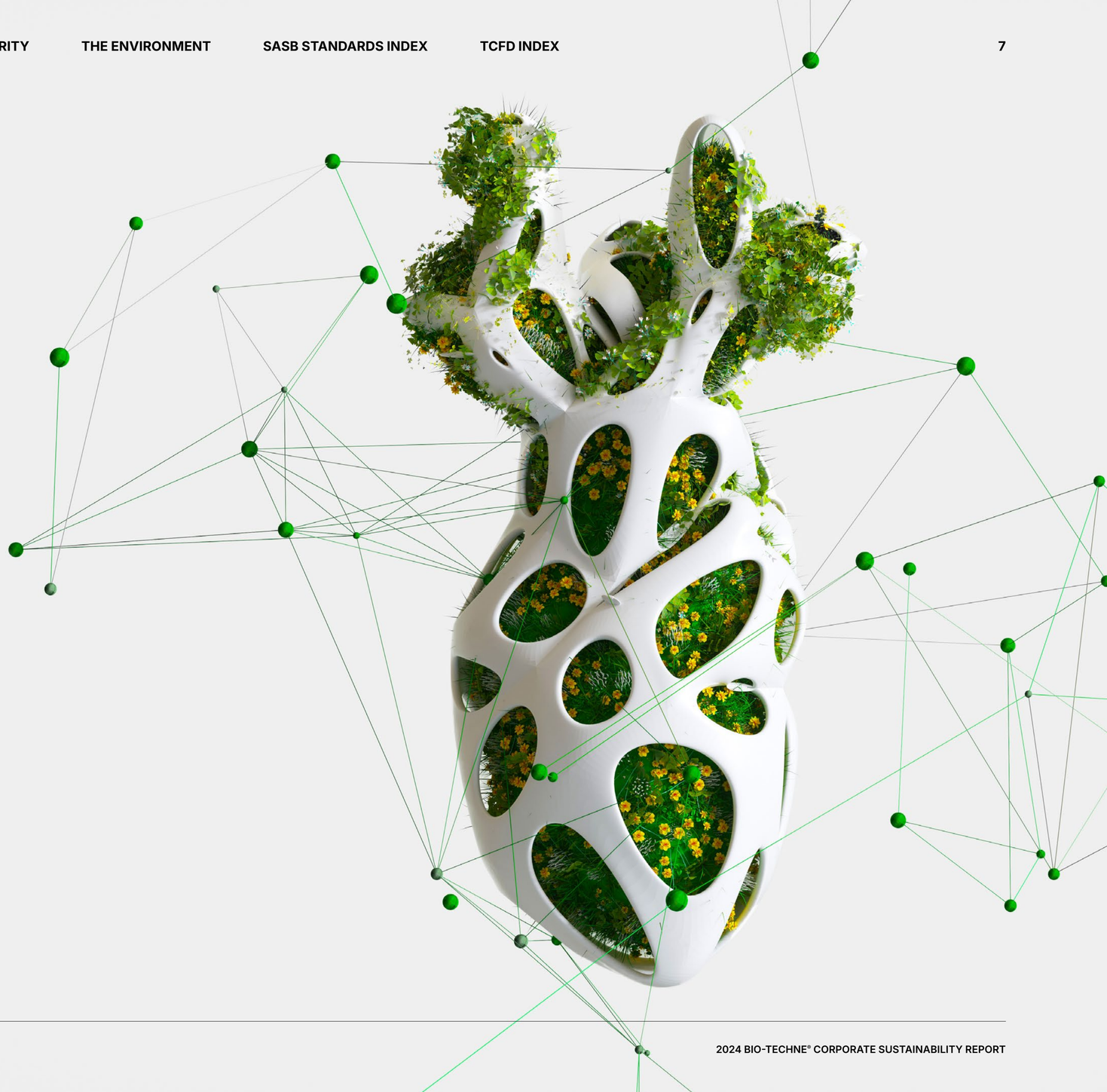


ESG Pillars

PILLAR THREE

Governance & Operational Integrity

Our third pillar, Governance and Operational Integrity, reflects the commitment of our Board and employees to ethically oversee and run the business, while effectively managing both internal and customer data, minimizing enterprise risk and ensuring that our suppliers are conducting their businesses ethically and in compliance with applicable laws. Our Board oversees Bio-Techne's strategy and risk management initiatives through regular meetings and engagement with the executive leadership team as well as through four Board Committees comprised entirely of independent directors. The Sustainability Oversight Council of executive leaders and Sustainability Working Group of functional leaders executes on the sustainability strategy and reports on progress.



ESG Pillars

PILLAR FOUR

Our Commitment to

The Environment

We have made great progress toward understanding and reducing our impact on the environment. This year we conducted a priority assessment to evaluate those topics material to our business and our impact, and submitted a letter of commitment to reduce our Scope 1, 2 and 3 greenhouse gas emissions, to be validated by the Science Based Targets Initiative (SBTi) in 2026. We signed on as a supporter of the United Nations Global Compact and completed our first EcoVadis sustainability assessment, earning a Bronze Medal. We continue to mature in our sustainability data collection, analysis and reporting, and are committed to lowering the environmental footprint of our full value chain.

About Us

Positioned for *Sustainable Growth*

Bio-Techne has a strong track record of product innovation and execution, with our team delivering a 12% revenue compound annual growth rate (CAGR) since fiscal 2014. As you will see from this report, our focus goes well beyond generating strong financial results for our stakeholders. We are focused on delivering these results while improving the communities where we live and work and leveraging our EPIC culture to develop the tools necessary to push science forward. To Bio-Techne, furthering science is not just core to our business, it is one of the many ways we give back to society.

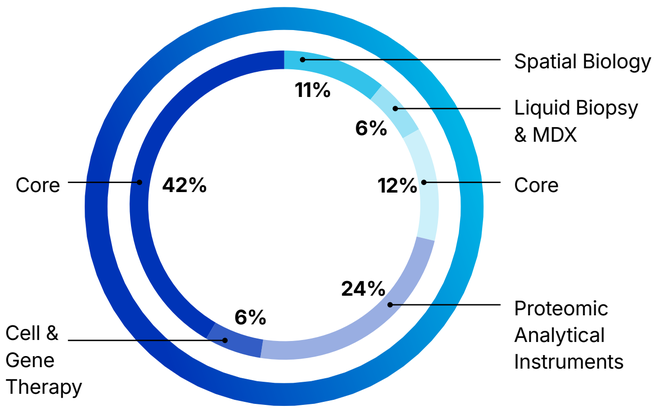
Kim Kelderman
President & CEO, Bio-Techne®

About Us

FY24 Revenue *Breakdown ($1.2B)*

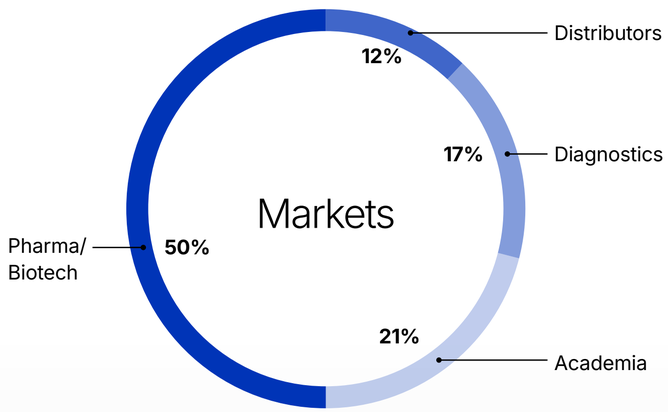
Bio-Techne is a leading provider of high-quality reagents and instruments enabling global academic and biopharmaceutical researchers, as well as clinical research laboratories to gain insights into the nature, diagnosis and progression of specific diseases. Our products are important components of the drug discovery and production processes and provide the means for accurate clinical tests and diagnoses. Bio-Techne operates in two segments; our Protein Sciences Segment includes our research reagent portfolio and analytical tools, while our Diagnostics, Genomics, and Spatial Segment includes our spatial biology, molecular diagnostics and diagnostic reagents businesses. In fiscal 2024, our portfolio of proteomic research reagents and analytical tools, and diagnostic and genomic solutions generated approximately $1.2 billion in revenue with approximately 3,100 employees globally.

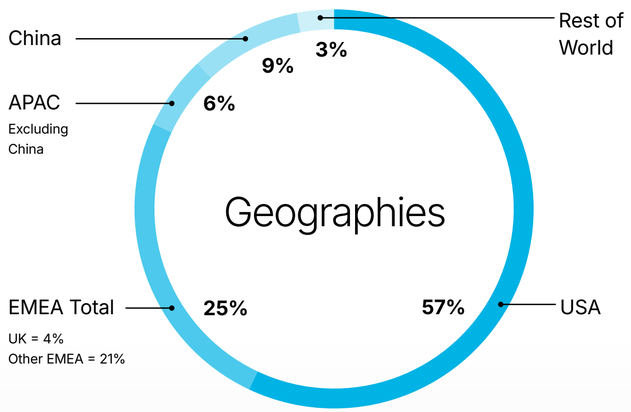
Segments & Product End Markets



72% Protein Sciences Segment

28% Diagnostics & Genomics Segment





About Us

Our *Global* Footprint

~3,100
EMPLOYEES WORLDWIDE

38
LOCATIONS WORLDWIDE

~1.45M
SQUARE FEET

1%
ORGANIC REVENUE GROWTH

North America

Minneapolis, MN
St. Paul, MN
Emeryville, CA
Newark, CA
San Jose, CA
San Marcos, CA (2)
Denver, CO
Austin, TX
Atlanta, GA
Wallingford, CT
Devens, MA
Waltham, MA
Ottawa, Canada
Toronto, Canada

Europe

Abingdon, UK
Bristol, UK (2)
Dublin, Ireland
Milan, Italy
Budapest, Hungary
Rennes, France
Massy, France
Weisbaden, Germany
Tolochenaz, Switzerland

Asia

Shanghai, China (4)
Beijing, China
Osaka, Japan
Pune, India
Tokyo, Japan
Singapore
Guangzhou, China
Gwacheon, South Korea
Hong Kong, China

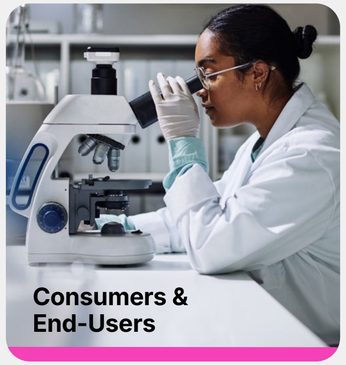
Priorities

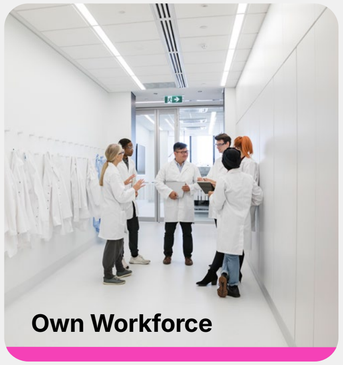
Priority Assessment

In 2020, we began our journey to evaluate the sustainability subjects, topics and datapoints which could potentially be relevant to Bio-Techne and its stakeholders. This initial assessment resulted in our inaugural CSR which was published in September 2020. This past year, in preparation for our first Corporate Sustainability Reporting Directive (CSRD) reporting through the European Sustainability Reporting Standards (ESRS), Bio-Techne completed a priority assessment to identify the impacts, risks and opportunities that will inform our business and sustainability strategy. Through a robust process of mapping our value chain, engaging key stakeholders and developing auditable assessment methodology, we identified the issues that influence our business and the impact our business poses on our planet and society. We will conduct this exercise annually, maturing to more data-driven approaches and including additional stakeholders for inputs, while ensuring the results drive our strategy and focus going forward.

In this publication, we have continued to index the contents of our CSR with the Task Force on Climate-Related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB), included at the back of our CSR.

Priority Topics





- Environmental
- Governance
- Social

Priorities

Life Science Tools Industry

Bio-Techne primarily develops, manufactures and commercializes high quality life science tools.

This includes reagents and instruments, to enable researchers to gain insights into the nature, diagnosis and progression of specific diseases. The predominant majority of our revenue is generated from sales of products and services to our academic and biopharma customers for research purposes, while a small portion of our revenue is exposed to Medicare and/or private payor reimbursement.

Our Stakeholders

Bio-Techne Engages with Our *Stakeholders*

We engage through direct interaction, our website, surveys, consultation, and community engagement.

CUSTOMERS

Bio-Techne focuses on the customer experience, from the quality of the products our customers purchase to the experience interfacing with the Company through its website, at industry events, and in day to day engagement with our people across our entire enterprise including sales, technical service, quality, and operations. Bio-Techne has made significant investments in our digital marketing efforts, creating a best-in-class website that enables our customers to easily find the products necessary to advance their scientific discoveries and discover products in our portfolio that could be additive to their efforts.

Further, we use EcoVadis as a tool to share our sustainability performance with our customers, and participate in ad-hoc engagement on various priority sustainability issues.

EMPLOYEES

Bio-Techne leverages several channels to actively engage with its global employee base. For example, our executive leadership team holds quarterly Town Hall meetings to discuss business trends, human resources updates, Company developments, and quarterly results for each of our segments as well as the corporation as a whole. Bio-Techne also conducts an annual employee survey, enabling our employees to anonymously provide candid feedback on a wide variety of topics including job satisfaction, transparency of communication, salary and benefits, and the systems and tools in place to perform their jobs. Our latest completed employee engagement survey included responses from 74% of our employee base, with a strong 77% satisfaction score.

Employees engage and share feedback on ESG issues via governance groups including the Sustainability Oversight Council, Sustainability Working Group, and 11 Employee Resource Groups (ERGs).

INVESTORS

Bio-Techne's executive leadership team is actively engaged with current and potential investors as well as the analysts that publish research on the Company. In fiscal 2024, this engagement included participation in 19 investor focused conferences, as well as numerous investor engagement calls throughout the year. Additionally, members of our Board of Directors actively participate in investor conversations with our larger shareholders surrounding our philosophy and approach on ESG related topics on at least an annual basis.

Our Stakeholders

COMMUNITIES

Bio-Techne supports and actively contributes to the many diverse communities where we live and work, with a focus on promoting science and education. For example, Bio-Techne is a supporter and partner of the Science Museum of Minnesota, helping to bring science events to local schools and the community. Additionally, all employees are encouraged each year to take a day of their working time to join activities in support of good causes in their communities.

SUPPLIERS

Bio-Techne works with its suppliers to enable the development, manufacture and commercialization of its expansive portfolio of products. These strategic relationships are a key component of Bio-Techne's operations, and we expect our suppliers to comply with the quality, regulatory, social and environmental principles that guide the Company's own operations. Additional details on Bio-Techne's commitment to proactively ensure that its suppliers and distributors act lawfully and responsibly can be found in its Supplier Code of Conduct.

DISTRIBUTORS

We partner with distributors to ensure our products are available in all geographies, particularly certain international areas where Bio-Techne does not have a direct commercial presence. Similar to our approach with suppliers, Bio-Techne is committed to proactively ensuring that these distributors act lawfully and responsibly. All distributors are required to comply with all applicable laws and regulations and to abide by our Code of Ethics and Business Conduct.

GOVERNMENT AGENCIES

We engage with the relevant government agencies for audits of our global facilities to ensure compliance with all applicable local laws and standards, and the safety of our global workforce, as well as the privacy of patient, customer and employee data. Strict compliance with laws and regulations is core to Bio-Techne's global approach to business.

MEDIA

Bio-Techne actively engages with the media as an outlet to educate all stakeholders on Bio-Techne's products, business developments and financial results. Our CEO and subject matter experts throughout the Company are frequently contacted to provide insights into various scientific and corporate specific developments.

INDUSTRY STANDARD SETTING AGENCIES

We frequently engage with standard setting agencies for external validation of Bio-Techne's commitment to operating with the highest level of integrity and a focus on quality. For example, a number of our global facilities (see page 41 for a list) have received ISO certifications recognizing our adherence to quality management and environmental standards.

May by Bike with *Lunaphore*

PILLAR ONE

Our People

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28 Our Commitments

Our EPIC Culture

Our *Culture*

At Bio-Techne, we're committed to creating an employee experience that allows each to **achieve their life's best work**.

This is demonstrated by leading with our EPIC values of Empowerment, Passion, Innovation and Collaboration. We continuously build on our people-first culture, led by uncompromising integrity, hosting a place of belonging, granting access to innovation and respecting human rights around the globe. In a year that brought global talent acquisition, engagement and retention challenges, we worked hard to care for our employees and continue to build the team necessary to drive our long-term strategy forward.

At Bio-Techne, we invest in inclusion and diversity by supporting 11 Employee Resource Groups (ERGs) that positively impact our employees and the communities we serve. We transparently communicate with our employees through quarterly all-hands meetings, executive-led round table discussions, a quarterly newsletter to connect our employees across the globe, executive site visits and targeted messages from our CEO.

As we look to our future talent goals, Bio-Techne has focused on the following priorities to deepen and enrich the team member experience: seed a future talent pipeline; fortify our culture through an environment of belonging; co-create recruiting strategies; integrate learning and development access and habits; and optimize and automate talent systems.

Our EPIC Culture

Our *EPIC* People

At Bio-Techne we improve the quality of life by catalyzing advances in science and medicine. In pursuit of our mission, our people embody and enrich our culture of Empowerment, Passion, Innovation, and Collaboration. Employees are recognized and rewarded through annual corporate awards, quarterly team recognition and a culture of celebrating EPIC behaviors. We believe EPIC guides the development and growth of our people, evidenced by the inclusion in our annual performance appraisals and goals.

Bio-Techne Diagnostics Division in San Marcos, CA

EMPOWERMENT

Empowerment is a driving force at Bio-Techne. We empower employees to grow professionally and personally. Empowered employees take ownership and pride in their work and are willing to go the extra mile for the Company, their teams, and our customers. Giving everyone control over their own career is an investment in people and it speaks loudly to our EPIC value of Empowerment.

PASSION

Creation fosters excitement about the possibilities that can be achieved by allowing employees to express themselves through the development of tools. Our employees create tools for researchers and businesses of all sizes, aiding them in achieving consistent and successful results in their products and studies. This passion is what sets Bio-Techne apart from others.

INNOVATION

Instead of remaining comfortable in the status quo, our employees are encouraged to imagine the possibilities, take bold risks, and work hard to turn vision into reality. From brilliant new ideas to rethinking current processes and systems, we meet the expanding needs of scientific discovery by celebrating ingenuity.

COLLABORATION

Our culture supports and encourages a collaborative approach to working with one another and with our customers. We activate as a team, remain focused, and solve the problems at hand to achieve more than we initially believe is possible. Together, we aspire to create something special, with employees embracing the responsibility of being stewards of the business and appropriately valuing their roles in delighting our customers.

Our EPIC Culture

EMPOWERMENT → PASSION → INNOVATION → COLLABORATION

Our EPIC Award Winners

Empowerment Award Winner

Jill K.

Jill encourages others to come to her with ideas, gives us opportunities to develop our career path, supports us with the right tools, and encourages us to try new things.

Passion Award Winner

Francis R.

Not only does Francis use his illustrator skills for drawing pathways, processes, and many other scientific illustrations, he uses his skills to draw employees in his caricature style. He does this to brighten your day, to add a smile, and to have a conversation and connection to the people at Bio-Techne.

Innovation Award Winners

Zoh T.

Zoh's dedication to transforming brainstormed ideas into tangible, impactful outcomes has significantly contributed to the success of our team. Zoh's efforts allow us to fine-tune our strategy, thus reinforcing our commitment to delivering ongoing value to our customers.

Back of the Napkin Team

Back of the Napkin Podcast

This team invented an industry-leading podcast with world-renowned scientists as guests, which promoted brand visibility for Bio-Techne and associates us closely with pioneering scientific innovation.

Pictured left to right:
Alex M., Zeynep F., Luke H.

Collaboration Award Winner

Beth S.

Beth's collaborative leadership style is pivotal in the seamless release of last year's new products. Beth has provided structure and vision, while remaining adaptable and understanding of her teams' varied responsibilities and timelines.

Growth & Development

Integrate & *Amplify*

GROWTH THROUGH ACQUISITIONS

With nineteen acquisitions in the past ten years, Bio-Techne has cultivated an integration strategy that begins before we sign a letter of interest. While we seek out differentiated and complementary technology and products to expand our portfolio, it is often the people joining through acquisition who are the true sources of value creation. Our sustained growth and profitability have resulted directly from our ability to retain and integrate the people who work in the businesses we acquire.

Leadership Visit to Lunaphore

Less than a year after Bio-Techne acquired Lunaphore, our spatial biology division has successfully launched a true, end-to-end multiomics analysis platform that integrates Bio-Techne's existing ACD technology with Lunaphore's new automation platform. The integration of these two advanced technologies is a game-changer in the field, providing our customers with the possibility to identify what biological processes are happening for both protein and RNA, on the same tissue sample at the single-cell level.

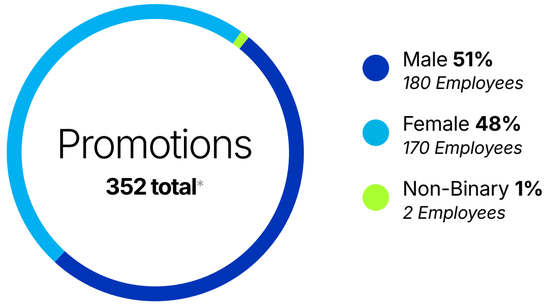
This represents a unique collaboration between product development teams at Bio-Techne's spatial biology business located in California and at Switzerland-based Lunaphore. Successfully developing and launching a new product offering during the integration of an acquisition is testament to the commitment and collaborative focus of teams across the globe.

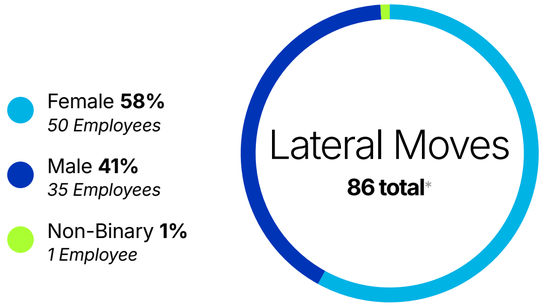
DEVELOPING OUR PEOPLE: NURTURING CAREER GROWTH

Bio-Techne cultivates a culture where careers can bloom because we recognize that our business grows as our people grow. Working at Bio-Techne means every employee is valued and challenged. In fiscal 2024, Bio-Techne's commitment to internal development plus the tenacity of its talent resulted in more than 350 internal promotions, along with more than 85 lateral moves.

In addition to training all employees on the safe, effective and compliant operation of our business, we also offer seminars and training on a variety of other topics, such as novel scientific developments, effective work strategies, leading productive meetings and management skills. We invited Helen Tupper, co-founder of Amazing If, an award-winning career development and coaching company, to speak to employees about taking ownership of their own careers. In addition to Ms. Tupper's program, which was attended by over 260 employees, we offered a variety of other workshops and discussion groups during an intensive week focused on career development. The programs were offered virtually to encourage global attendance.

We also empower employees to steer their own careers through a generous tuition reimbursement program and support for continuing education. We believe in paying it forward and that education is the world's greatest equalizer, demonstrated by our family member scholarship program granting $250,000 annually.





*Excluding Temporary & Seasonal Employees

Growth & Development

Development Programs

Bio-Techne has created two distinct development programs aimed at accelerating employee growth and seeding future leadership at all levels: Pillars of Leadership and Emerging Leaders.

PILLARS OF LEADERSHIP

An intensive week-long experiential learning program designed to provide relationship-building, problem solving and skills development for Bio-Techne's people leaders. Grounded in mentorship by executives across the enterprise, Pillars of Leadership challenges each cohort to tackle current obstacles facing the Company, and to develop and defend their solutions. The program provides participants with an unobstructed view of Bio-Techne, its leaders and its strategy, and reinforces the importance and impact that each Pillars participant has in contributing to our solution-driven culture.

The program covers various topics, including Key Skills for Strategic Thinking, Leading Through Uncertainty, Building and Maintaining Lasting Relationships and Coaching as a Leadership Style. While these topics are important for any leadership development program, what sets Pillars of Leadership apart is its emphasis on humility, generosity and gratitude. The presenters and leaders of the program share their personal histories, including their challenges and successes, to help participants understand that everyone's path is filled with obstacles and diversions.

They emphasize our value of community and giving back through a build-a-bike project, the importance of building resilience, leveraging mentors and facing challenges head-on.

EMERGING LEADERS PROGRAM

Aimed at managers and supervisors who are early in their leadership careers, this program is designed to catalyze the transformation of high potential into high performance. Emerging Leaders takes candidates through several exercises including self and peer evaluations, personal coaching, group discussion and development, formal leadership training, and self-paced practicum. Participants learn from the varied paths of the rest of their cohort while also building the foundation necessary to gain momentum as an impactful contributor.

Employee Engagement

Leading by Listening

Employee *Engagement*

Bio-Techne Voices: Our commitment to Listening

Bio-Techne prizes candid, honest feedback and credits its business achievements to cultivating a culture that invites feedback and elevated engagement. We attribute our success in both profitability and growth to the skills, creativity and perseverance of our employees.

Employees are encouraged to engage through ERGs, their leaders, the Voices intranet site, Human Resources and, most formally, through the annual engagement survey. We promote candor by enabling our employees to offer anonymous quantitative and qualitative feedback to corporate leadership.

Encouraging employees to share their voice is vital in building open and trusting relationships between them, their team and their leaders. Our culture embraces this and Bio-Techne is committed to providing them with the space and opportunity to communicate how they feel about the employee experience.

In the most recent Fall 2023 survey, 74% of the global workforce participated in the annual engagement survey. Of those responses, 77% of the feedback was positive.

Following the 2023 engagement survey results, the Company turned its employees' feedback to action, taking steps to address common questions and concerns, including the following:

- Improved communication through regular round table discussions with senior leaders.
- Investment in improved systems and tools to improve employees' ability to work efficiently and productively.
- Investment in an internal communications leader.
- Expanded eligibility for and vehicle to deliver long-term incentives.
- Flexible and hybrid working.
- Market evaluation of compensation levels.
- Expanded resources for well-being and mental health.
- Engagement of consultants in areas of safety and sustainability.
- Events to engage family and others to understand the mission of Bio-Techne.

The snapshot of results below reflects the Company's greatest strengths and areas for improvement presented to leadership following the survey.

Prompt	Distribution
2024 Strengths: Celebrate and build on whats going well	
I understand how the work I do contributes to Bio-Techne.	91%
I know what is expected of me on the job.	93%
My manager treats me with respect.	94%
2024 Opportunities: Discuss and evaluate where we might do better	
There is effective communication from senior leaders.	54%
There is effective communication between teams/departments within Bio-Techne.	50%
Senior leaders at Bio-Techne act upon employee feedback.	55%

Benefits at Bio-Techne

Security for Physical, Mental, & Financial *Well-Being*

Bio-Techne has carefully curated a holistic package of benefits for its employees to ensure they are able to do their life's best work knowing that they and their families have support and security outside of work. While benefits offerings vary by country and territory, benefits in the U.S. and other countries include the full range of health, life, disability and accident insurances, retirement savings plans and financial planning resources, an employee stock purchase plan, employee assistance plan, various types of paid leaves, tuition reimbursement, a scholarship plan and on-site wellness centers. This past year, we implemented a number of improvements to our benefit offerings for U.S. employees, including 12 weeks of paid parental leave, a new digital clinic for joint and muscle care, expanded bereavement leave and improved pet insurance.

We were excited to add our very own ExoDx Prostate Test, developed by the team at Exosome Diagnostics, as a covered benefit for employees and their spouses/domestic partners who are enrolled in the Bio-Techne United Healthcare Plan. The ExoDx Prostate Test is a simple, non-invasive urine test that can help you and your doctor determine the need for a prostate biopsy during the prostate cancer screening process.

Mental health resources are provided by an ERP, enhanced by Learn to Live, Health Assured and a new Bio-Balance intranet page guiding employees to additional resources.

Yoga at Lunaphore

Diversity & Inclusion

Diversity, Inclusion & *Belonging*

We honor and value our employees' **rich and varied experience, education**, history, expertise and technical prowess.

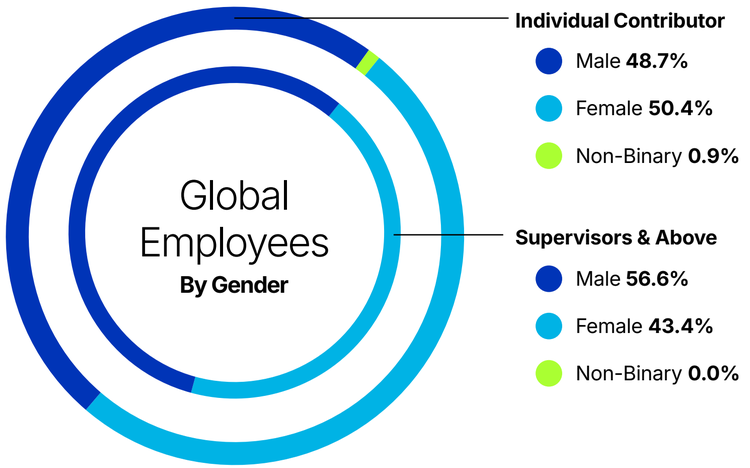
Diverse backgrounds and perspectives have fueled our innovation, accelerated how we collaborate across teams and continents, and enabled us to anticipate evolving customer needs across the markets we serve. We understand that our employees' ability to contribute requires that we create a safe environment where all employees feel invited to contribute their singular voices, experiences, interests and expertise.

Bio-Techne's commitment to fostering a culture of belonging is embodied in details of varied scale and scope. We want employees to feel safe, have a voice and be their authentic selves. We actively encourage them to personalize their workspaces, invest in STEM education to grow a diverse talent pipeline, sponsor ERGs and prioritize diverse talent pools. Our effort to advance diversity and belonging acknowledges that tactics in one region may be ineffective elsewhere, and the imprint of regional cultures often requires more personalized solutions. Bio-Techne empowers its leadership, guided by regional human resource teams, to seek, source and welcome diverse talent. Because regardless of region, community or culture, Bio-Techne understands this proven constant: diverse teams produce better results.

Our foundation for belonging starts with transparency and our commitment to work tirelessly in living our values. Bio-Techne is an equal opportunity employer and its EEO-1 can be found here. Across its global enterprise, Bio-Techne provides equal opportunity to all employees and applicants irrespective of ethnicity, national origin, race, color, gender, religion, age, disability, veteran status, marital status, gender identity, sexual orientation, or any other legally protected characteristic.

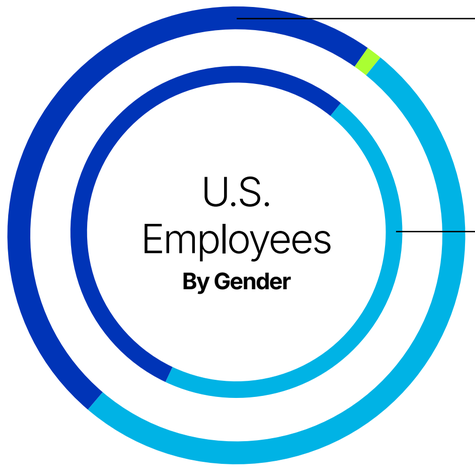
Green Team Employee Resource Group Co-Leads

Diversity & Inclusion



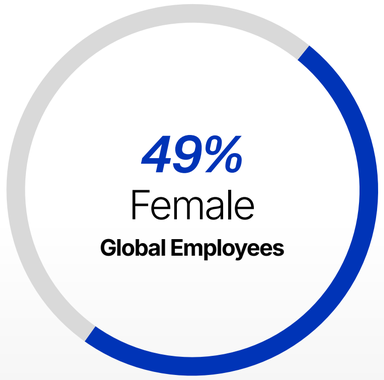
Individual Contributor
- Male **48.7%**
- Female **50.4%**
- Non-Binary **0.9%**

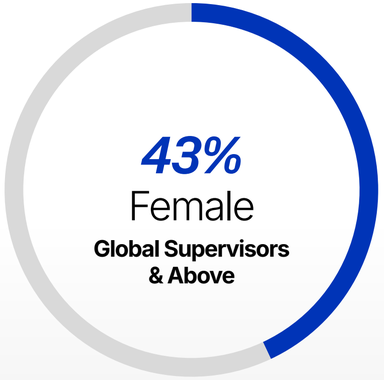
Supervisors & Above
- Male **56.6%**
- Female **43.4%**
- Non-Binary **0.0%**



Individual Contributor
- Male **48.5%**
- Female **50.4%**
- Non-Binary **1.1%**

Supervisors & Above
- Male **53.8%**
- Female **46.2%**
- Non-Binary **0.0%**





Diversity & Inclusion

LGBTQ ERG - Minneapolis Pride

Employee Resource Groups

One of the centerpieces of our human capital strategy resides in our Employee Resource Groups, or ERGs.

They bring connection through empathy, allyship and celebration of the whole person, and promote creativity, courage and passion through acts of volunteerism, fundraising and social awareness.

Bio-Techne's ERGs host activities throughout the year to promote inclusivity, connectedness, education and development opportunities. The ERGs fundraise for various causes and have raised thousands of dollars for organizations supporting everything from STEM education for Black students to efforts to end prostate cancer.

We recognize there will always be challenging and rewarding work to be done to maintain a welcoming space for all employees. The leaders of our ERGs, along with their executive sponsors, will continue to build a culture that creates a sense of belonging.

Diversity & Inclusion

ERG Voices: Employee Experiences

PROFESSIONAL DEVELOPMENT ERG

In the past year, the Professional Development ERG hosted several events for its nearly 100 members, including a Professional Development Q&A series featuring Company leaders, an outside speaker presenting on improving public speaking skills, and a Grow Your Career workshop regarding how to create a professional development plan.

"I feel the professional development ERG is important to the Company because it offers employees the opportunity to hone their skills and take an active role in developing their careers. Members can meet people across the Company that have similar interests and forge collaboration opportunities. This ERG fosters a culture of self-improvement and intentional progress."

— Emily M.
Co-Leader, Professional Development ERG

DisABILITY ERG

The DisABILITY ERG, which seeks to make improvements at Bio-Techne sites to help benefit those with disabilities, hosted a series of webinars focusing on the importance and discussion of Mental Health in the Workplace.

"Bio-Techne ERGs foster an environment where people feel empowered to express their true selves. ERGs at Bio-Techne have been coming together to help raise awareness and educate our community about the incredible work they do. I can share my story without fear of judgement. We are able to make new connections and create relationships across the globe. Being a part of the DisABILITY ERG makes me feel like I belong."

— Tommy F.
Co-Leader, DisABILITY ERG

CURRENT
EMPLOYEE RESOURCE GROUPS (ERGs)

APIDA
Asian Pacific Islander Desi American Resource Group and Their Allies

DisABILITY
People with Mental and Physical Disabilities and Their Allies

Green Team
Supporting Sustainable Initiatives at Bio-Techne

LGBTQ+
People that Identify as LGBTQ+ and Their Allies

Professional Development
People that are Early in Their Careers and Their Allies

B-EPIC
People of African Heritage and Their Allies

Families & Caregivers
Caregiver and Professional Balance Support Group

Hispanic/LatinX
People of Hispanic Heritage and Their Allies

Peers with Years
Resource Group for People Born Prior to 1990 and Their Allies

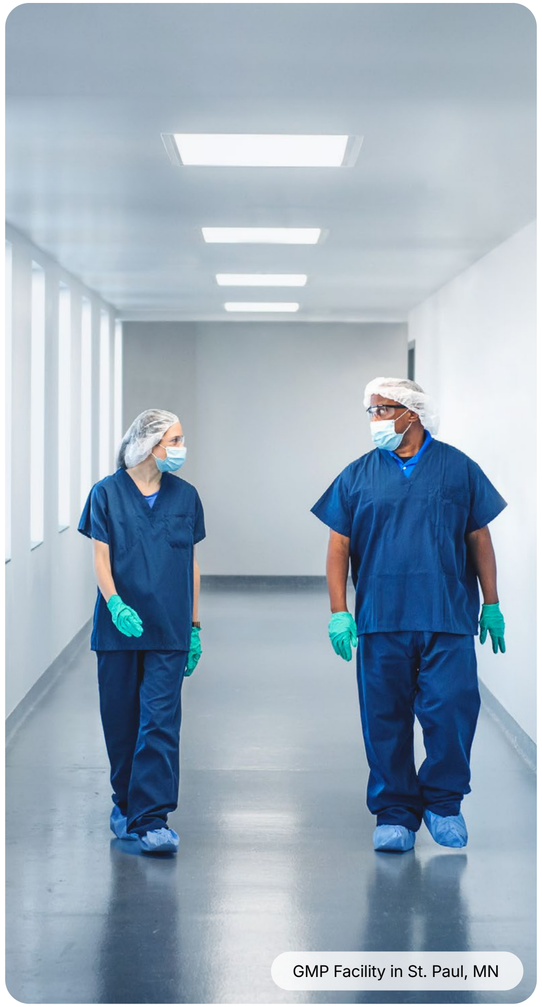
Women Empowerment
Resource Group for Women and Their Allies

Veterans
People with Military Experience and Their Allies

Our Commitments

Recruiting & *Retention*

We employ a variety of recruiting strategies designed to identify qualified candidates and develop a talent pipeline. Our recruiters utilize a broad-based recruiting strategy by attending academic, professional and diverse job fairs, as well as utilizing online recruitment resources. We strategize with leaders in the organization to understand hiring needs during our bi-annual workforce planning conversations. We leverage our trusted employees to support our recruitment efforts. We offer generous referral bonuses where a referral may lead to a new hire. In fiscal 2024, we paid over $300,000 to our colleagues for successful referrals. That policy helped us to recruit and hire over 630 new employees this past year, including key leadership.



GMP Facility in St. Paul, MN

OUR COMMITMENT TO WELL-BEING & SAFETY

A safe working environment is fundamental to employee well-being. We comply with all applicable health and safety laws and regulations, and ensure employees receive training on working safely and reporting any concerns. Additionally, we provide training on safety and hazard awareness based on facility, function and team, including safe handling of laboratory equipment, proper use and disposal of hazardous materials, proper incident reporting and response.

In fiscal 2024, we evaluated the recently initiated engagement activities designed to recognize contributors to environmental health and safety improvements and innovation. From these efforts, Bio-Techne improved the safety of its workplaces while promoting positive morale.

We hired an Enterprise Environmental, Health and Safety Director to lead the development and implementation of effective Environmental, Health and Safety compliance programs at the enterprise level for all locations globally.

In our efforts to continually improve employee health and safety, in 2024 we developed an incident management strategy which includes a communication playbook. The strategy outlines actions to prevent workplace incidents, measures to respond to an incident, and communication protocols. Potential incidents that could threaten the health and safety of employees may include fire, chemical spill, active shooter, severe weather, power outage, etc. We've implemented the AlertMedia mass communication application to ensure rapid and consistent communications during an emergency at our Waltham, MA and Denver, CO locations. The application will be implemented in all North American locations in fiscal 2025.

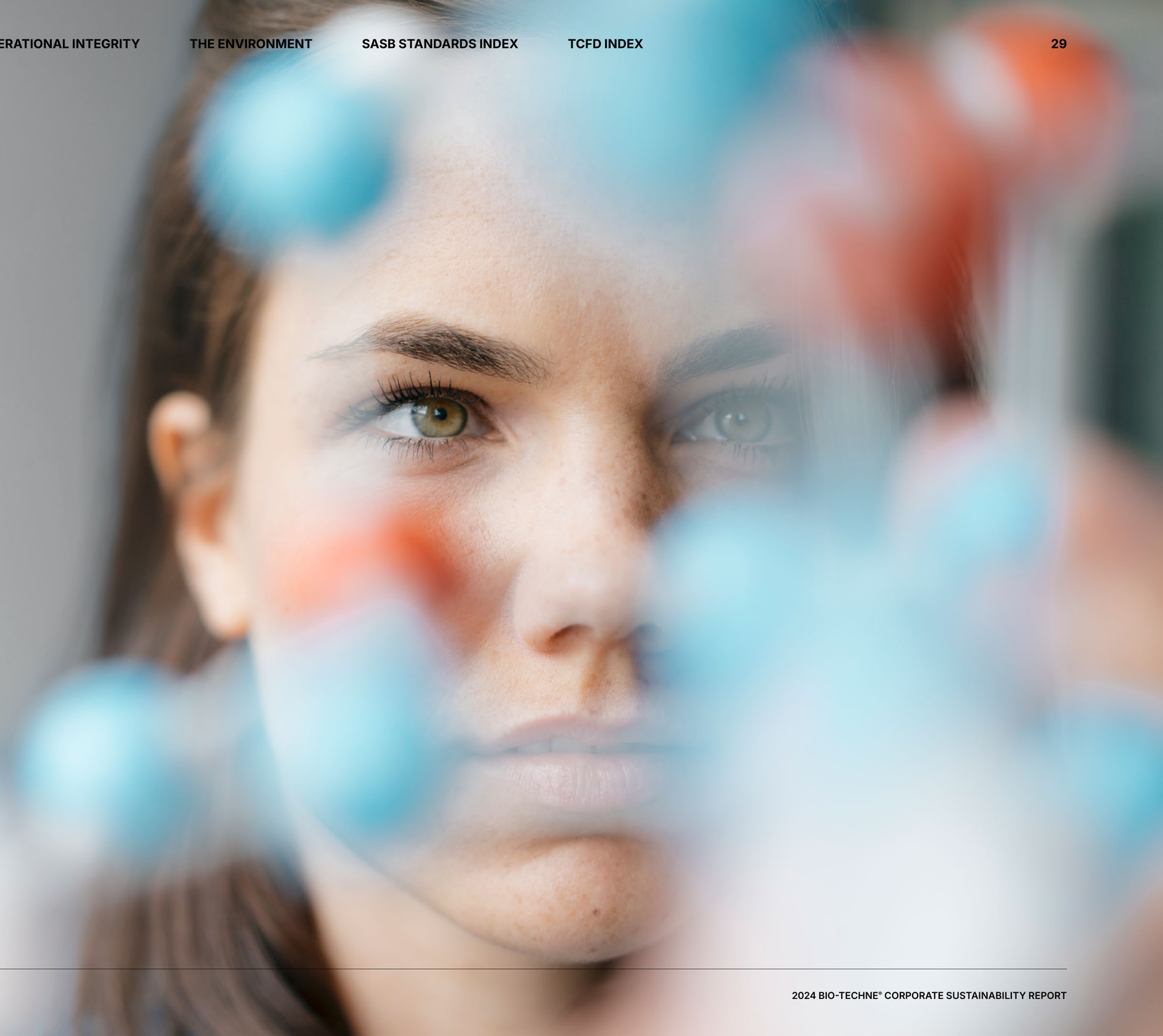
Bio-Techne also provides for the psychological and emotional security of employees with mental health benefit coverage, flexible work, employee resource programs, seminars on mental health awareness and on-call employee assistance. We offer annual flu vaccinations as one of the ways we demonstrate our commitment to maintaining a healthy work environment.

Our Commitments

Integrity. For Our People, Our Customers & Our Communities

Bio-Techne's EPIC values sit atop a foundation of integrity, fair competition and duty to follow the law, all of which are embodied in our Code of Ethics and Business Conduct.

We monitor and follow relevant employment laws across all sites, including anti-discrimination and harassment, immigration, freedom of association, collective bargaining, fair wages and working hours, safe and healthy working conditions, freedom from retaliation, and other fair employment practices. See the Ethics and Compliance Section of Pillar Three for more information about our commitment to ethics and compliance.



Our Commitments

Servant Leadership

In Our Community

Bio-Techne strives to model its values by contributing to the health and welfare of the many communities it calls home, as well as impactful causes that serve our planet.

We make financial donations and, with the energy and exuberance of our organization, sponsor volunteer events and charitable opportunities. In addition to contributing "on-the-clock" time, we provide each U.S. employee with eight hours of paid time off each year to spend on the charitable or volunteer activity of their choosing. In 2024, more than 300 employees contributed over 2,000 hours of volunteer time.

Examples of volunteer activities organized by Bio-Techne:

- A group of Company leaders attended Celebrating The Sistas Awards. It was an extraordinary evening honoring and celebrating the infinite impact of Black Women...***#SistaRipples***.
- A group of Minneapolis employees spent time representing Bio-Techne and sharing STEM knowledge with Science Museum Minnesota guests.
- Members of the Abingdon team volunteered to pick up litter around the site, collecting 15 bags on behalf of the Vale White Horse District Council.

Abingdon Clean Up Event

- The Minneapolis Green Team ERG volunteered at the Bridal Veil Community Gardens in Minneapolis to help maintain the garden and collected pop tabs for the Ronald McDonald House.
- Members of the Devens team collected food donations and personal care items for Loaves & Fishes Food Pantry.

Spotlight on the Newark, CA team:

- Participated in the Giving Tree Backpack Drive, collecting and distributing backpacks filled with school supplies to students whose families struggle to provide basics for school.
- Participated in the Giving Tree Holiday Wish Drive by fulfilling the wishes of children and seniors in need and help spread comfort and joy in the community.
- Company leaders volunteered at Second Harvest, sorting and packing foods for food banks that provide food to families in need.
- Betty B. spoke at the Menlo College BIO 101 Career Panel to encourage students to pursue a career in biotechnology.

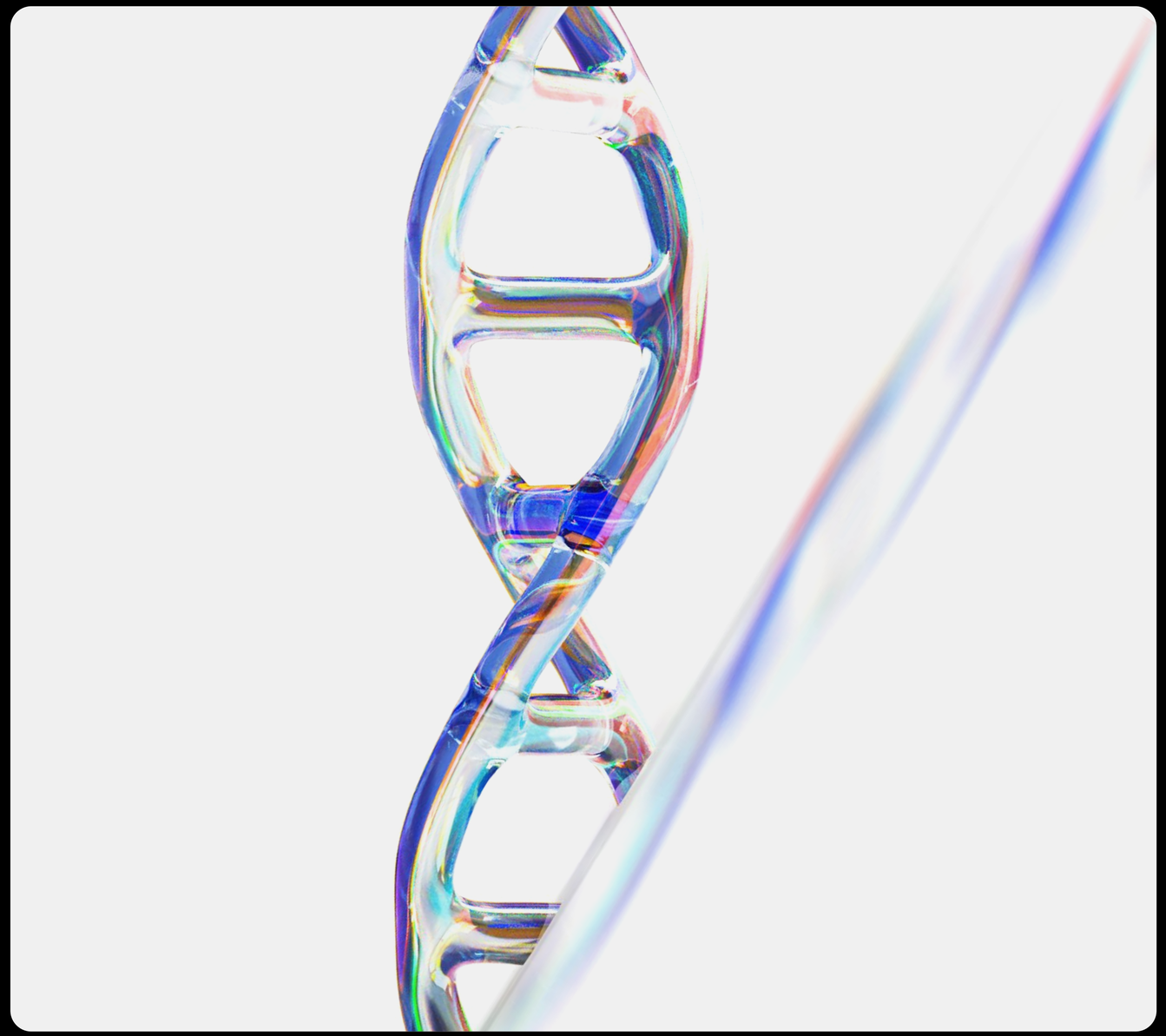
Betty B. speaks at BIO 101 Career Panel

Spotlight on the Waltham, MA team:

- Collected donations for Lazarus House Ministries and participated in a step challenge with proceeds supporting ZERO Prostate Cancer.
- During Earth Day, volunteers participated in the clean-up of Prospect Hill Park in Waltham and donated funds to plant trees.

Charitable organizations supported by Bio-Techne:

- United Way (all U.S. sites). Core charity partner, with donations designated to the charity/organization of employee's choice and matched by Bio-Techne.
- United Negro College Fund (all U.S. sites). Led by ERG B-Epic.



PILLAR TWO

Advancing Science

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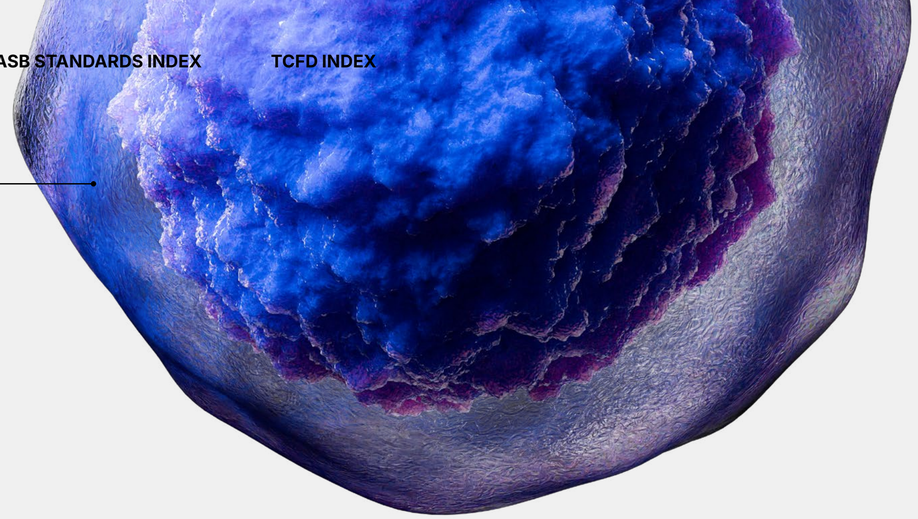
Societal Impact



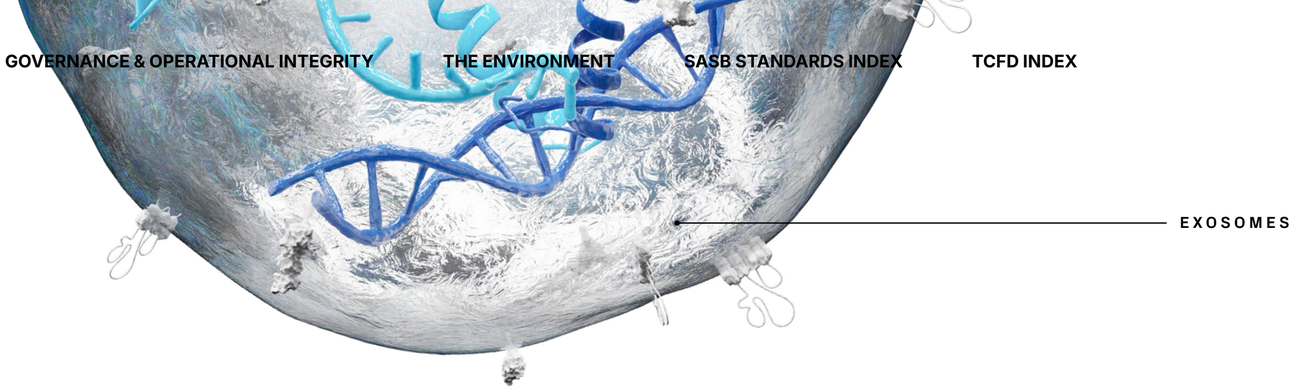
HEALTHY CELL

Transforming Science and Medicine: Leveraging Over Four Decades of Innovation to Develop Tools and Solutions that *Revolutionize Healthcare*

Over the last 48 years, Bio-Techne has amassed a portfolio of >1,000,000 distinct products to empower biopharmaceutical and academic researchers to develop insights into the biology of specific diseases and, ultimately, enable the development of products to treat or prevent these conditions. Our diverse base of academic and biopharma customers rely on these high-quality life science tools to fuel scientific discoveries that lead to the development and advancement of next-generation therapeutics and vaccines that improve healthcare across the globe. We also develop and commercialize diagnostic tests to improve patient diagnosis and treatment, as well as kits, raw materials, controls and calibrators to enable diagnostic tests and ensure diagnostic instruments delivering critical information to physicians and patients are working properly.

This legacy of product development and innovation is one of our core competencies and is a strategic pillar we leverage for new product introductions, the expansion of existing market opportunities, and entry into new or adjacent markets. We learn from every project we undertake and put the best of that collective knowledge to work, guided by our broad scientific expertise, quality processes and creative community. This includes compounding the benefits of how we develop and deliver products and the impact they have on society, the global and local communities in which we operate, as well as the environment.

APOPTOSIS



Societal Impact

Our Impact on *Society*

Bio-Techne impacts the health and quality of life of global populations by developing the innovative research reagents, analytical tools and spatial biology solutions relied upon by biopharmaceutical and academic researchers. These tools enable our customers to further their understanding of disease etiology and develop potential cures and treatments for a wide range of conditions. Since launching its first recombinant protein in 1988, Bio-Techne's portfolio of products and technologies have played an integral role in the discoveries that led to the launch of numerous therapeutics, including small molecule pharmaceuticals, recombinant proteins, monoclonal antibodies, and vaccines, as well as the emerging class of cell and gene therapies.

THE ExoDx PROSTATE TEST

The noninvasive, urine-based ExoDx Prostate Test was designed to capture key molecular information to identify which men should undergo biopsies and which can safely be monitored with less invasive techniques. For patients whose prostate specific antigen (PSA) biomarker falls into a "gray zone" of uncertainty, the ExoDx Prostate Test offers critical information to distinguish between patients at risk of low-grade prostate cancer and those at risk of high-grade prostate cancer, assisting men to avoid a risky, painful, and potentially unnecessary prostate biopsy.

Many current genetic tests target disease-causing DNA variants identified in people of European descent. As a result, commonly used tests for disorders such as Cystic Fibrosis (CF) may fail to diagnose patients with non-European ancestries. Bio-Techne is addressing this gap with CF products that target pan-ancestry disease variants identified from the latest international studies and databases. We are also developing novel long-read sequencing-based assays for carrier screening that expand equity to genes that are hard to analyze with more comprehensive coverage – so that people who deserve better answers about their health aren't left behind.

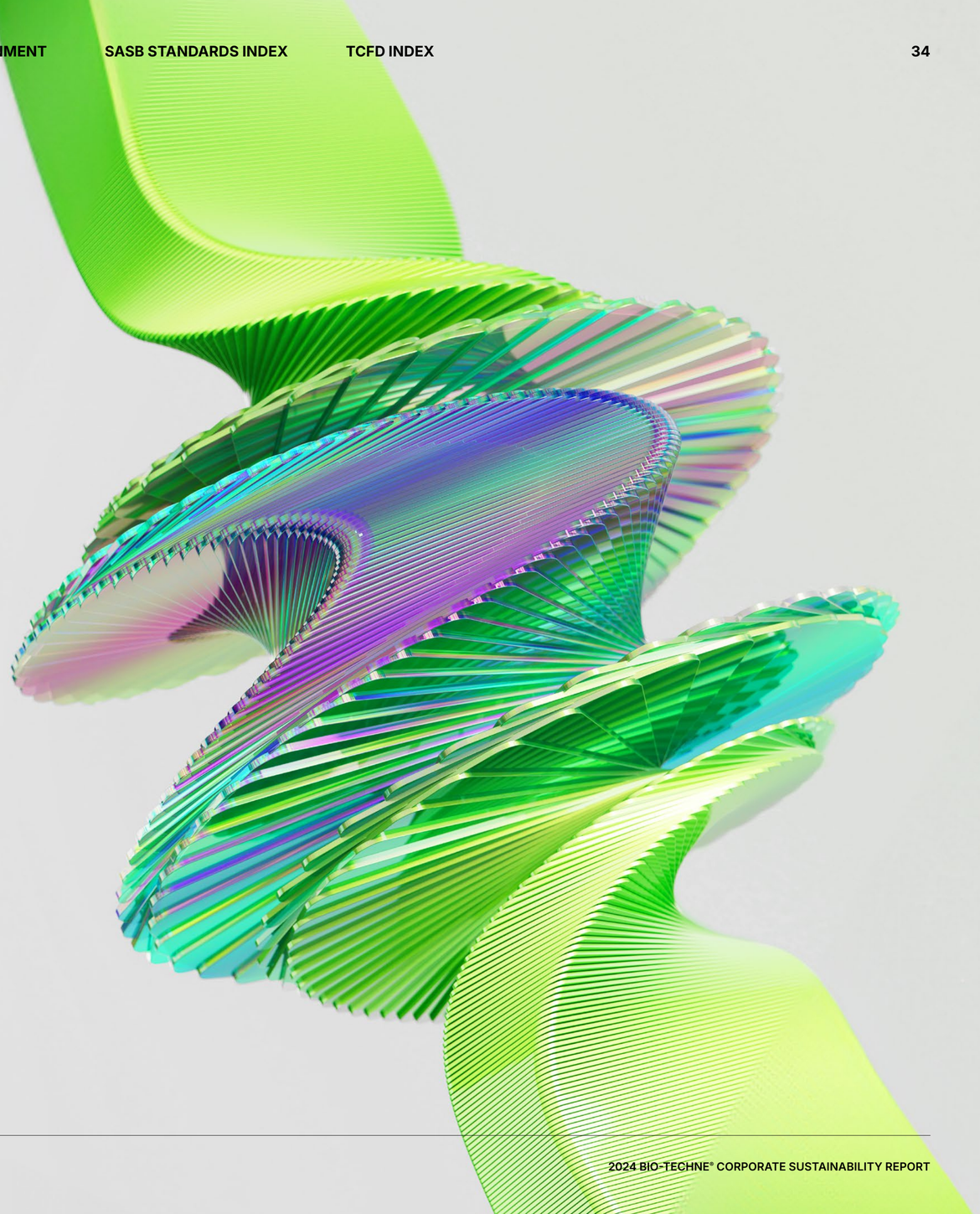
More equitable genetic testing means **better healthcare for every body.**

Societal Impact

Environmental *Impact*

We are implementing initiatives not just to develop cutting edge tools for the scientific community but also to fortify these initiatives with strategies to reduce Bio-Techne's environmental footprint. For example, representatives from our Minneapolis-based R&D, Operations, and Quality departments recently joined forces to increase yields on some of our high-volume proteins. This cross-department initiative developed and implemented processes that led to increased protein yields in both our Minneapolis, and St. Paul Good Manufacturing Practice (GMP) manufacturing facilities, which in turn, lowered the associated energy consumption as less production is now required to produce the same mass yield of proteins.

Bio-Techne's U.K.-based team (EMEA) deploys multiple strategies to positively impact the environment, including submitting returns for packaging, waste electrical and battery streams placed on European and UK markets, as well as quarterly submission to the HM Revenue & Customs (HMRC) as part the UK Plastic Packaging Tax. By complying with these schemes, Bio-Techne EMEA demonstrates their commitment to responsible packaging management and resource conservation. The returns allow for the proper tracking and cost obligation of imports in various countries supporting the correct disposal of packaging waste locally, ensuring these materials are recycled or treated appropriately. Likewise, the plastic packaging tax provides a financial incentive to reduce the use of plastic packaging and encourage the adoption of more sustainable alternatives, diverting waste from landfills and increasing levels of recycling.



Our Facilities

GMP Protein Facility

In September of 2020, Bio-Techne opened a state-of-the-art GMP (Good Manufacturing Practice) protein manufacturing facility. GMP-grade proteins are essential components of cell culture media for regenerative medicine, immuno-oncology and gene-modified cell therapy workflows. We are currently manufacturing 12 different GMP-grade proteins in the facility, with a roadmap for continued menu expansion in the coming months. At this new facility, Bio-Techne has been able to improve the fermentation and purification processes. These increased yields enable the facility to produce higher volume of product with less manufacturing runs, translating into water and energy savings.

We are expanding our GMP capabilities with the planned introduction of a GMP small molecule facility in Bristol, United Kingdom. These GMP small molecules play an important role in the manufacture of cell and gene therapies and are particularly important for a type of cell therapy called regenerative medicine. Regenerative medicines offer high potential for the treatment, and potential cure, of several pathologies, including Parkinson's disease, diabetes, and heart disease.

The Bristol, U.K. facility and workflows are designed to comply to the Medicines and Healthcare products Regulatory Agency (MHRA) Rules and Guidance for Pharmaceutical Manufacturers and Distributors. This new facility will also meet the requirements of EudraLex Volume 4 part 2 GMP for Active Pharmaceutical Ingredients (APIs).

We continuously evaluate the use of hazardous materials throughout our global facilities. Our goal is to reduce or eliminate these materials in our final products whenever possible. For example, we have reduced the use of mercury containing preservatives in our assay kits by 99% and lowered the amount of alternate preservatives in more than 13,000 products to levels considered non-hazardous to the environment, while maintaining the antimicrobial action of the chemicals. Additionally, we continued to replace the use of dimethylformamide (DMF) with non-hazardous alternatives across the Company, removing DMF from new immunoassay kit development. Another example is the use of chlorine dioxide gas for product sterilization in our Minneapolis facility, an environmentally friendly sterilization process that replaced the use of ethylene oxide.

GMP Facility in Saint Paul, MN

Investments & Innovation

~8% of revenues invested in R&D

~450 scientists & engineers

15+ QMS & EHS Certifications

>1,000 patents & applications

>1M products developed

800 new products this year

>80 IVD products

>40k product citations per year

Science & Technology Innovation Council

Multiple QMS Certifications
(ISO 13485:2016, ISO 9001:2015, ISO 14001:2015, FDA, MDSAP, USDA)

R&D Investments Drive ***Product Innovation***

Our scientific vision is realized through the commitment and investments in our diverse R&D team and product development.

This diversity is reflected in the breadth of our products; we manufacture products ranging from small molecules to whole cells. Our solutions span reagents, assays, controls, analytical instruments, interpretive software and fully integrated diagnostic tests and systems. We have technologies and leading positions in multiple trailblazing areas of basic and clinical science: cell and gene therapy, proteomics and multiomics, spatial biology, liquid biopsy and molecular and clinical diagnostics, among others. We continually challenge ourselves to advance each of these areas, but, importantly, we also innovate across them to capture the unique synergies across our portfolio. By catalyzing connections between our people and science, we achieve breakthroughs and novel products that few other companies can.

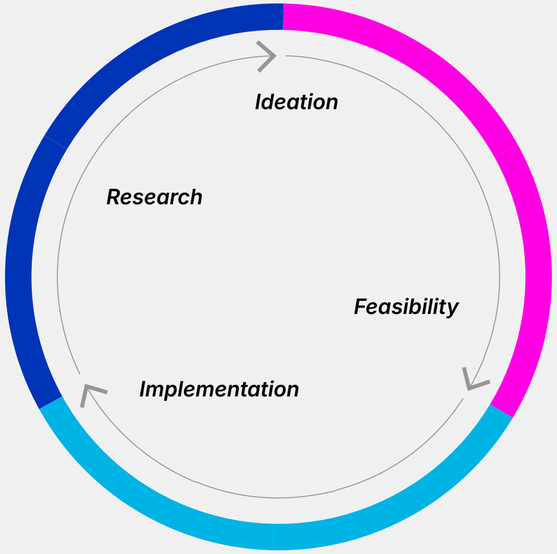
Investments & Innovation

Our Innovation Cycle is the Engine for Diverse *Customer Solutions*

Bio-Techne's Innovation Cycle is an annual business rhythm that links strategic planning, project prioritization and the annual operating plan. This cycle begins with the 5-year enterprise strategic vision, which provides our direction, objectives and high-level financial targets. This vision is translated to strategic themes and refined through division-level project investments, which are then prioritized by assessing the cost and anticipated benefit of each project. These projects are then integrated into a portfolio for each division and compared across the enterprise to establish a risk/reward profile consistent with the strategic plan. Finally, the portfolio is operationalized through next-year planning and execution.

The Innovation Cycle is fueled by Bio-Techne's culture of scientific acumen, curiosity and creativity. Each year, the cycle generates hundreds of novel ideas relating to the configuration, performance, and customer experience of new and existing products. These activities are supported by evidence-based ideation processes and innovation hubs across the Company. For example, Bio-Techne's Science and Technology Council unites scientific leaders to explore new ideas through collaboration, demonstrating the value of bringing diverse people, backgrounds and experiences together.

Innovation Cycle: Business Rhythm



STRATEGIC PLAN

- Strategic Vision
- Mission Analysis
- Roadmap

PRIORITIZATION

- Bottoms-up Project Options
- Prioritized Portfolio

OPERATING PLAN

- Annual Fiscal Plan that Drives Business Growth

Science and Technology Innovation Council

- Includes leading scientists and engineers from across Bio-Techne
- Facilitates cross-divisional collaboration and innovation
- Focuses on Bio-Techne's key growth platforms
- Nurtures "innovation streams" dedicated to artificial intelligence, microfluidics and other topics

Investments & Innovation

Our *Internal* Research Programs & Acquisitions Expand Our Product Offering

Bio-Techne relies on internal research and development efforts combined with an active acquisition strategy to build its portfolio of innovative products, solutions, and technologies. Our investment in R&D initiatives over the years has created a market-leading portfolio of research reagents, including over 2,500 immunoassay kits, over 6,000 proteins and over 425,000 antibody variations. During fiscal 2024, Bio-Techne spent approximately $97 million (~8% of revenue) on its R&D initiatives to support a robust pipeline of new products. Consequently, we launched 800 new products across our Company this past fiscal year to support our biopharmaceutical, academic and diagnostic customers.

We fortified our industry-leading reagent portfolio with an expanded number of GMP-grade proteins manufactured in our state-of-the-art facility dedicated to GMP-grade reagent manufacturing. This 61,000 square foot facility supports large scale production of GMP-grade proteins, including animal free cytokines and growth factors. GMP-grade proteins are an essential component of cell culture media for regenerative medicine, immuno-oncology and gene-modified cell therapy workflows and position Bio-Techne to be a leader in this emerging therapeutic class. We are further strengthening these GMP manufacturing capabilities with the introduction of GMP antibodies and the opening of a GMP manufacturing facility for small molecules to serve increasing demand from our biopharmaceutical and academic research customers.

In fiscal 2024, we strengthened our spatial biology franchise with the acquisition of Lunaphore, a leading developer of fully automated spatial biology solutions. We also bolstered our proteomic portfolio with an exclusive distribution agreement and equity investment in Spear Bio, a company with next-generation, ultra-sensitive immunoassay technology based on technology licensed from Harvard University. Spear Bio's highly scalable technology enables the quantification of low abundance biomarkers at the earliest stages of disease with a simple workflow that can be used with existing lab instrumentation. Additionally, we continue to co-develop products with Wilson Wolf following our 20% ownership stake in the company. Specifically, we continue to make progress on the development of a sterile immune cell therapy manufacturing solution utilizing Wilson Wolf's G-REX and Bio-Techne's GMP-grade reagents and gene editing technology. Our agreement with Wilson Wolf includes the right to acquire the remaining ownership stake upon its achievement of certain future financial milestones. Wilson Wolf is already a Bio-Techne partner in the ScaleReady joint venture. Our activities with Wilson Wolf will strengthen Bio-Techne's cell and gene therapy offering, positioning the Company to be a dominant player in workflows to enable this emerging class of therapeutics.

R&D Investment Fueled

800

New Product Launches

Extensive Reagent Portfolio

2k+ Kits

6k+ Proteins

425k+ Antibodies

Wilson Wolf Collaboration

20% stake

Co-Developing Cell Therapy Solutions

Investments & Innovation

Acquisitions & Strategic *Investments*

Lunaphore™ a bio-techne® brand

Lunaphore is a leading developer of fully automated spatial biology solutions using precision microfluidic technology to enable the visualization of proteomic and transcriptomic biomarkers in tumors and other tissues at single-cell and subcellular resolution. Lunpahore's technology and instrumentation empowers researchers in immunology, immune-oncology and neuroscience to push the boundaries of scientific discovery and accelerate therapeutic development.

SpearBio

Bio-Techne has made a strategic investment in Spear Bio, an innovative leader in providing scalable solutions for ultra-sensitive protein biomarker measurements. Spear Bio's proprietary technology, Successive Proximity Extension Amplification Reaction (SPEAR), employs a unique 2-factor authentication mechanism to precisely measure protein biomarkers at attomolar level from sub-microliter sample volume. Spear Bio is focused on leveraging its technology's unprecedented sensitivity to transform protein research and early disease diagnosis.

Product Design

Bio-Techne Pioneers *Sustainable* Product Design

Bio-Techne approaches product design with **an eye toward efficiently developing and delivering innovative products and technologies** that our biopharmaceutical, academic and diagnostic customers need to conduct their research and diagnostic processes and ultimately improve patient care.

In order to meet and stay ahead of industry trends, we are increasingly approaching our product development process through a sustainability lens, aiming to deliver the highest quality products and technologies that are not only cutting edge from a scientific perspective, but also designed with long-term sustainability in mind. Specifically, we consider the use of hazardous materials and animal components, waste and recycling implications, and shipping as well as packaging needs.

The majority of our products are biological in nature, requiring water to manufacture cell culture media and buffer formulations, electricity to run equipment, and potentially a cleanroom setting to ensure sterility. In recent years, Bio-Techne has focused on standardizing these processes throughout the organization, sharing best practices internally to minimize use of raw materials, streamline processes, and minimize the use of hazardous chemicals and the creation of waste, while ensuring the highest quality products.

Our design control process requires a risk/hazard analysis including review of raw materials, process efficiency, and waste stream environmental impact through the use of standard operating procedures for each new product during all phases of product development.

Product Design

Product Safety & Quality

Over the last 48 years, Bio-Techne and its brands have earned the reputation as being a premier developer and supplier of life science tools and diagnostic solutions. We have developed rigorous Quality Management Systems (QMS) processes and procedures designed to ensure that Bio-Techne manufactures the highest quality products for the research and diagnostic communities. We leverage these same QMS processes and procedures to vet and select our suppliers, contractors and partners. Our adherence to the highest quality and environmental standards has been recognized through the attainment of International Organization for Standardization (ISO) certifications for the majority of our facilities. Additionally, several of our diagnostic controls, calibrators and kits have received FDA clearance or European Union certification. For example, in fiscal 2024, we completed Class C Certification under the new European Union (EU) In Vitro Diagnostic Regulation (IVDR) for our QuantideX qPCR BCR-ABL IS Kit. Our BCR-ABL kit is a robust and reliable tool for monitoring chronic myeloid leukemia (CML) patients.

Our manufacturing process and supplier qualification monitoring programs ensure input traceability within our supply chain. Our quality systems have not only implemented processes and procedures to monitor both safety and quality of the products received from our suppliers, but also the manufacturers of the raw materials included in these sourced products. This enables full traceability of our raw materials in all stages of manufacturing up through our finished goods. We also source animal-based materials from countries that are considered low risk for transmissible spongiform encephalopathies (TSEs), including bovine spongiform encephalopathy (BSE).

We have successfully acquired and integrated 19 acquisitions in the past 10 years, with evaluations of quality, safety, product performance and reputation representing key due diligence items in our evaluation of each acquisition. Once these acquisitions close, implementation of Bio-Techne's QMS, product safety and quality processes and procedures are key pieces of the integration process.

Manufacturing and Office Sites	Certifications
Minneapolis, MN	ISO 13485:2016, ISO 9001:2015, ISO 14001:2015, MDSAP, US FDA, Canada MDEL, USDA, Korea GMP
St Paul, MN	ISO 13485:2016, ISO 9001:2015, ISO 14001:2015
Flowery Branch, GA	ISO 9001:2015
Rennes, France	ISO 13485:2016
Paris, France	ISO 14001:2015
Bristol, UK	ISO 9001:2015
San Jose, CA	ISO 9001:2015
Wallingford, CT	ISO 13485:2016
Ottawa, Canada	ISO 9001:2015
Toronto, Canada	ISO 9001:2015
San Marcos, CA	ISO 13485:2016, MDSAP, USFDA, Canada MDEL, CA State Med Device Manufacturing License, DEA, USDA
Newark, CA	ISO 13485:2016, US FDA Facility Registration, CA State Medical Device Manufacturing License
Austin, TX	ISO 13485:2016, MDSAP, Korea GMP, Canada MDEL, US FDA Registered Facility, Texas Device Mfg License, CLIA, CAP, DOH (RI, NY, MD, PN, CA)
Waltham, MA	CLIA, CAP, DOH (MASS, RI, NYS, MD, PENN, CA, Washington DC)
Devens, MA	ISO 13485:2016, EN ISO 13485:2016, MDSAP, FDA (US), Health Canada, Euamed Actor Registration, DEA (Federal & Mass.)
EMEA	ISO 14001:2015 (Abingdon, Langley, Wiesbaden, Rennes), ISO 9001:2015
Shanghai, *(Prime Gene)* China	ISO 9001:2015
Emeryville, CA	ISO 9001:2015

Responsible Sourcing

Supply Chain & Responsible Sourcing

Effective management of our supply chain is critical to our operations, and we are committed to the responsible sourcing of materials used in our products. Bio-Techne expects our suppliers to operate with a high level of integrity and to conduct their business in an ethical manner. These expectations are detailed in both our Supplier Code of Conduct and Conflict Minerals Report.

Managing risks associated with the use of sourced materials deemed critical to our operations is always a focus for our quality, purchasing and operations teams. In recent years, Bio-Techne has implemented a range of strategies to effectively manage our global supply chain operations.

Our focus is on aligning critical elements of the supply chain sourcing and materials management processes, enabling us to identify and proactively manage strategic supplies. The agility of our supply chain team, combined with a data-driven approach, allows us to concentrate on key areas of the supply chain and respond dynamically to secure and restock supplies.

Looking ahead, Bio-Techne is committed to enhancing the resilience of its supply chain through long-term initiatives, placing a strong emphasis on early detection and avoidance of potential supply chain issues. To achieve this, we employ several approaches:

Supply and Stocking Redundancy: We strategically increase inventories of inputs that carry a higher risk of supply disruption. By doing so, we ensure alternative sources are readily available, reducing the impact of any potential disruptions.

Collaboration with Strategic Suppliers: We foster close relationships with our strategic suppliers, promoting open communication and mutual support. This collaborative approach allows us to work together to identify and address any potential vulnerabilities in the supply chain, minimizing the likelihood of disruptions.

Effective Demand Planning Processes: Bio-Techne places significant emphasis on robust demand planning processes. By accurately forecasting demand and aligning it with our supply capabilities, we can proactively identify and mitigate any potential gaps in the supply chain.

Holistic Supply Chain Approach: Internally, we take a holistic and harmonized approach to identify and address potential vulnerabilities within our supply chain. We analyze our supply chain layers, extending our risk analysis beyond the immediate suppliers to deeper tiers of the supply chain.

By pursuing these initiatives, Bio-Techne aims to strengthen the overall resilience of its supply chain and ensure a consistent and reliable flow of materials and resources. Our commitment to proactive management and continuous improvement enables us to maintain the highest level of service for our customers.

↗ ↗ ↗

Bio-Techne enhances supply chain resilience through ethical sourcing, strategic supplier collaboration, and data-driven demand planning.

Scaling Up

New Product Innovation & Manufacturing Facility in Wallingford, CT

Scaling to *Meet Demand*

In recent years, Bio-Techne has experienced **robust growth** across several areas of our business.

In order to meet this increased demand and prepare for future growth, we have expanded, or plan to expand, manufacturing capacity at several of our global sites. For example, in 2023, we opened a new state-of-the-art 52,000 square foot product innovation and manufacturing facility in Wallingford, Connecticut for the manufacturing of Ella™ immunoassay cartridges. This new facility provides a five-fold increase in our Ella immunoassay cartridge production capacity.

We also recently added new vial and bottling equipment at our Minneapolis facility to automate manual processes and significantly increase our immunoassay capacity. This new equipment added weight check systems and auto rejection capabilities, automated the capping of vials which were previously done manually, added a label vision verification system, and more than doubled our vial and bottle filling capacity.

PILLAR THREE

Governance & Operational Integrity

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Sustainability Governance

Prioritizing Sustainability with Board-Driven Oversight and Strategic Council

Bio-Techne has ingrained sustainability into its Board of Directors and organizational governance.

Our Board oversees our sustainability strategy and progress, and receives updates at each regular Board meeting, including global legal and regulatory requirements. Within the Company, the Sustainability Oversight Council develops and directs our strategy on sustainability initiatives, is led by the Company's General Counsel, and consists of the CEO and the rest of executive leadership.

The Sustainability Oversight Council conducts regular meetings to discuss sustainability strategy and ensure it is embedded into the Company's annual prioritization process.

Executing on our sustainability strategy is the multi-disciplinary Sustainability Working Group. This group consists of senior leaders within Operations, Quality, Finance, Accounting, Human Resources, Investor Relations and Legal, and is led by Bio-Techne's General Counsel. The Sustainability Working Group provides feedback, guidance and suggestions to the Sustainability Oversight Council to promote "bottoms up" strategy and planning.

Board of Directors

Top Level Oversight

Sustainability Oversight Council

General Counsel, CEO, Executive Team

Sustainability Working Group

Senior Leaders within Operations, Quality, Finance, Accounting, Human Resources, Investor Relations, and Legal

Corporate Governance

Bio-Techne's Bristol Facility

Bio-Techne has built an ***exceptional reputation*** over the years through its employees' collective hard work and unwavering commitment to integrity.

We believe our long-term success depends upon the quality of our people and our science, together with our commitment to integrity and governance. As Bio-Techne expands its capabilities, product portfolio, service offerings and geographic footprint, we understand that our sustainable, future success depends on our commitment to business ethics and compliance, financial and scientific integrity, data security and privacy, and risk management. Read more about our policies covering suppliers, research conduct, data privacy, anti-corruption, and ethical business conduct here.

Corporate Governance

Strong Corporate Governance

Bio-Techne's Board of Directors provides strategic guidance and oversight, leveraging diverse expertise to drive sustainable value and effective governance across all facets of the Company.

THE ROLE OF OUR BOARD

Our Board of Directors oversees and provides strategic guidance to Bio-Techne's leadership, directing and advising management as they carry out both long- and short-term strategic, operational and financial plans. Our Board also monitors the performance of our executive leadership team and the Company as a whole.

The Board has established our Principles of Corporate Governance to provide a framework for effective governance. This set of policies and principles is designed to inform the actions of the Board, its committees and management to effectively govern Bio-Techne and create long-term, sustainable value for our shareholders, employees, customers and other stakeholders. These guidelines cover the Board's roles and responsibilities, composition and membership criteria, Board and committee meetings, responsibilities, adherence to our Code of Ethics and Business Conduct, and access to the Board by shareholders.

BOARD COMPOSITION AND INDEPENDENCE

Our directors bring a wealth of proven success, valuable experience, and broad deep diversity of thought and perspectives to our Board, which benefits stakeholders by promoting effective oversight of our strategy and execution. As an innovative and acquisitive science-based company, our Board members enhance and promote sustainable shareholder value through applying their experience in science and technology, as well as their deep business expertise. Our directors embody this balance with expertise in operations, talent management, commercial leadership, risk management and mitigation, financial strategy, strategic development, and leveraging the strength of diverse teams. We are committed to delivering differentiated results through promoting Board's diversity — including gender, racial, ethnic, and other under-represented groups – in identifying and recruiting qualified director candidates. To enhance that diversity while also retaining the benefits of Company knowledge, we rely in part on our mandatory retirement policy, which requires directors to retire upon reaching the age of 75.

Our Board

Bio-Techne *Board of Directors*

The Bio-Techne Board has nine members, eight of whom are independent as defined by the NASDAQ exchange's corporate governance listing standards. This year, the Board's size temporarily increased upon the appointment of CEO Kim Kelderman and new director Dr. Judith Klimovsky, returning to a total of nine with the retirements of former CEO Chuck Kummeth in July and, in October, Dr. Randy Steer.

Our Board is led by Mr. Robert Baumgartner, our Independent Chairman. Mr. Baumgartner has significant business and board experience, and deep knowledge of Bio-Techne's business and strategy. He emphasizes the importance of the Board's objectivity and independence as the Board fulfills its important oversight role on behalf of shareholders. To ensure candid discussion among independent directors, these directors meet regularly in executive sessions without our management team present.

Robert V. Baumgartner

Julie L. Bushman

Kim Kelderman

Alpna Seth, Ph.D.

Joseph D. Keegan, Ph.D.

Roeland Nusse, Ph.D.

John L. Higgins

Judith Klimovsky, M.D.

Dr. Rupert Vessey, MA, BM BCh, FRCP, DPhil

Randolph C Steer, M.D., Ph.D.
RETIRING OCTOBER 2024

BOARD COMMITTEES

Our Board currently has four standing committees: Compensation, Nominations and Governance, Audit, and Science & Technology. Each committee operates under a formal written charter, approved by the Board, that describes its scope of authority and responsibilities. Each committee reports to the full Board. The committee charters are available here, in the Investor section of our website.

"Bio-Techne's Board of Directors is pleased to publish this annual update to our Corporate Sustainability Report in which we further our commitment to transparency and responsible growth, planful progress and strategic initiatives to come. We are committed to advancing the Company's ESG initiatives, which are integral to sustaining value for our shareholders and our many stakeholders. We focus on building a durable, sustainable, growing business through strong governance and frequent engagement with Company leadership. The Board of Directors have deep industry, commercial, and technical experience, and work collaboratively to leverage their diverse backgrounds and viewpoints in guiding Bio-Techne's management."

— Robert V. Baumgartner
Chair of the Board and Chair of the Nominating & Governance Committee

Our Board

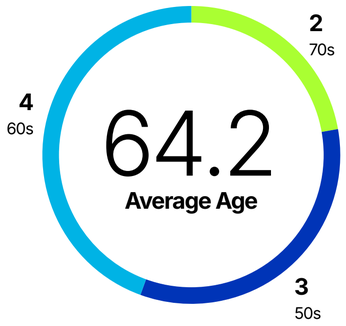
Board *Composition*

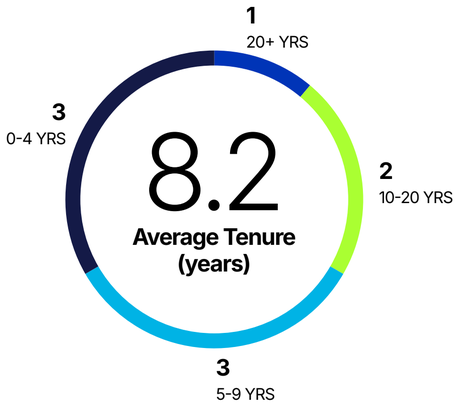
9 Board Members

33%
Women

22%
Underrepresented Ethnic/ Racial Minority

67%
Have an M.D., a Ph.D. in a science field, or both





STRONG GOVERNANCE PRACTICES

We believe our governance practices, as described in our Principles of Corporate Governance, charters and elsewhere, reflect best-in-class practices. These include: independence of non-employee directors; an independent Chair/Lead Director; a nominating process that incorporates diversity considerations; and shareholder rights, including proxy access. We have executive compensation programs designed to create long-term shareholder value, including stock ownership requirements, performance-based long-term equity incentives, a compensation clawback policy, double-trigger severance benefits and anti-hedge and pledge rules.

LOBBYING AND POLITICAL CONTRIBUTIONS

Our Board of Directors retains sole authority to approve any political contributions. Bio-Techne's historical and current practice has been not to use Company funds to oppose or support any candidate or influence public opinion with respect to any ballot referendum or issue. The Company is involved in several industry groups that support our legislative and regulatory evaluation and advocacy efforts.

Please refer to our 2024 Proxy Statement and Investor Relations website for more information regarding our Board of Directors and Principles of Corporate Governance.

Risk Management & Oversight

Enterprise Risk Management & Oversight

As a whole, and through its committees, the Board oversees Bio-Techne's strategy and risk management, including those associated with environmental, social and governance matters (ESG). Bio-Techne's full Board receives updates on and discusses ESG matters at least quarterly, with at least an annual extensive review of long-term ESG strategy. Embedded within these strategic discussions is the identification, evaluation, and mitigation strategies of associated material risks. As part of its quarterly meetings with management during operating performance reviews, it receives updates on risk matters as well. Each Board committee supports that effort by focusing on oversight of risks included within their responsibilities as outlined in their charters.

Our enterprise risk management process includes within it the various ESG elements of our sustainability programs. However, as we continue to increase our sustainability focus, we have added more specifics around oversight of and responsibility for sustainability specifically, as described in more detail in the accompanying table and in the Corporate Sustainability section of our 2024 Proxy Statement.

The Audit Committee

Regularly reviews our accounting, reporting, tax and internal controls practices, including the integrity of our financial statements

Meets periodically with Company management from finance, legal, internal audit, tax, compliance and information technology functions to discuss significant areas of our business that could have a material impact on our financial statements, business operations and financial condition

Receives regular updates on cybersecurity enhancements and internal testing, cybersecurity incidents, and legal and regulatory risks with potential financial impacts

Appoints and evaluates Bio-Techne's independent registered public accounting firm

The Compensation Committee

Leads the annual review of CEO and executive officer performance and supports the Board's review of succession plans to key management

Implements or recommends compensation structures, practices and policies that align with Company strategies and shareholder interests, comply with regulatory requirements and discourage excessive risk-taking

Oversees and evaluates risks related to Bio-Techne's talent, diversity and inclusion, and compensation practices and policies, as well as other material human capital key performance indicators

The Nominations & Governance Committee

Oversees the Board's governing processes, organization, membership and structure

Oversees compliance with environmental and sustainability regulations and requirements, and monitors management's progress towards its sustainability strategy

Periodically reviews Bio-Techne's culture, ethics and compliance programs

In coordination with management, engages with shareholders on governance, corporate responsibility, environmental and sustainability matters

Data Security & Privacy

Enhancing Cybersecurity with Robust Data Protection, Leadership, and Employee Training

DATA AND CYBER SECURITY

Data security and privacy are important elements of our enterprise risk management. We have continued to invest in all elements of our cybersecurity program. Our program incorporates defined requirements based on leading industry standards such as the National Institute of Standards and Technology (NIST) in order to protect the confidentiality, integrity, and availability of Bio-Techne's information systems and data. As part of our comprehensive approach, we continuously invest in resources to strengthen our security posture to protect internal and customer data.

Data security is given a high priority and is supported by a team of experienced professionals within our Information Technology department, accountable for all elements of the program, including: security operations, governance and risk management, security architecture and engineering, and security education and awareness. We have also formed an Incident Response Team with representatives from Information Security, Internal Audit, Legal, Finance, Human Resources and Operations. The Incident Response Team has developed a plan in the event of a breach and meets regularly to review that plan and otherwise prepare for potential cyber attacks.

LEADERSHIP AND GOVERNANCE

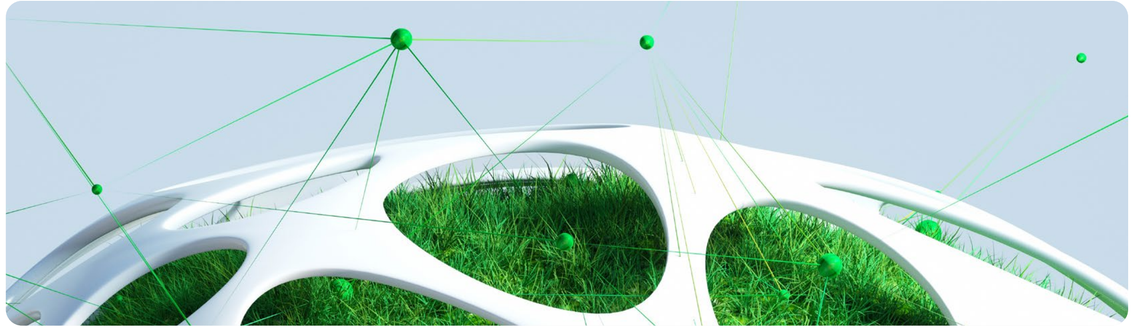
Bio-Techne's data and cyber security strategy is led by the Chief Information Officer, with input and execution from the Chief Information Security Officer. In addition to supporting the Company's enterprise-wide cyber security management, the Legal Department manages the Company's global compliance with data privacy laws and regulations. The Bio-Techne Board receives reports on information security on a regular basis and our Audit Committee is kept apprised of risks and incidents that could have material impact to our financial statements or business operations. Additionally, the full Board receives at least annually a comprehensive report on Bio-Techne cybersecurity strategy, effectiveness, and plans.

A CULTURE OF PERSONAL RESPONSIBILITY

While Bio-Techne invests in industry-leading tools and systems to protect its and its customers' data, it devotes considerable time to training and educating its employees about the signs and symptoms of cyber attacks. Bio-Techne's Code of Ethics and Business Conduct reinforces the foundational principle that sharing data is a matter of trust, and that each employee is individually responsible for keeping and building that trust. To equip employees for this responsibility, Bio-Techne requires all employees to take and pass on an annual basis training how to identify, avoid, and responsibly report suspected cyber attacks such as phishing, denial-of-service, spoofing, and others.
In addition, Bio-Techne reinforces its employees' training by subjecting them to simulated cyber attacks on a randomized and unpredictable basis, with further training required if the simulated attack is not recognized. These simulated cyber attacks are more heavily targeted at those functions and personnel with access to sensitive data and access to valuable Company resources.

Data Security & Privacy

Secure by Design



DATA AND CYBER SECURITY DEVELOPMENTS

Bio-Techne's business continues to grow, and has expanded both organically and through strategic acquisitions.

This growth has required Bio-Techne to develop considerable adaptability and rigorous controls within its information technology infrastructure. In the last several years, Bio-Techne's achievements in hardening its data and cyber security include the following:

- Consolidated subsidiary and international websites under One Web, utilizing a single website code base across multiple sites
- Implemented multi-factor authentication for email accounts and external access to the internal network
- Implemented Microsoft Dynamics 365 in its European operations
- Implemented advanced e-mail filtration tools
- Conducted tabletop incident response exercises to improve cybersecurity incident response
- Implemented industry best practice processes across foundational features of data security, including DLP, endpoint encryption, password complexity, patching, technology lifecycle management, website security management, and single sign-on
- Established and executed repeatable network design and server design to integrate past acquisitions
- Updated and expanded data and cyber security training to employees
- Expanded and developed expertise of cyber and data security by growing the information security team
- Reviewed and updated IT policies on Network Security, Information Security, Data Backups, and Password complexity

Data and cybersecurity remain critical features of Bio-Techne's focus on protecting its and its customers' business. Bio-Techne plans to continue strategic investment in appropriate tools and systems to ensure that customers can continue to depend, securely and confidently, on Bio-Techne's high quality products and service.

Privacy of data is an overlapping but separate matter. Bio-Techne is committed to ensuring our customers' and stakeholders' data remain secure and are used only for business purposes and in accordance with applicable laws as specified in our Privacy Policy. We are also committed to the fair and lawful treatment of personal information about our employees, prospective employees, their dependents and beneficiaries that we collect or process, or that third parties collect or process on our behalf.

Ethics & Compliance

Global Anti-Corruption Policy and *Ethics Code*

BIO-TECHNE CODE OF ETHICS AND BUSINESS CONDUCT

Our Code of Ethics and Business Conduct reflects our values and commitment to operate ethically and at all times in compliance with relevant laws and regulations. The Code is structured in an easy to understand format with explanatory examples, and is translated into four languages in addition to English for our employees for whom English is not as familiar. The Code covers such diverse topics as equity and inclusion, anti-corruption, privacy, insider trading and maintaining accurate and complete records; there are three main sections titled "Respecting People," "Safeguarding our Business Assets and Financial Integrity," and "Engaging our Customers and Business Partners."

This Code applies to the Bio-Techne Board and all Bio-Techne employees, including those who join by acquisition. As part of our onboarding process, all employees are required to review and acknowledge adherence to the Code. They also receive training on the topics covered in it on a periodic basis.

INTEGRITY LINE

The Code highlights multiple ways for employees and others to raise questions or report any concerns about improper conduct — see page 12 of the Code of Ethics and Business Conduct. While employees can report directly to their manager or to Human Resources any concerns, some employees may choose to use Bio-Techne's Integrity Line, which allows reporting with an identity or anonymously. We encourage all employees to ask questions, raise concerns and report situations that they do not believe comply with our high standards of ethical conduct. Our policy also includes a firm policy of non-retaliation. Concerns that are raised will be treated seriously and without fear of retribution.

ANTI-CORRUPTION POLICY

The Code of Ethics and Business Conduct includes a section devoted to operating the business with integrity. Bio-Techne supplements this with a separate Global Anti-Corruption Policy that describes in more detail how we operate our business ethically and in compliance with U.S. Foreign Corrupt Practices Act (FCPA) and the anti-corruption and anti-bribery laws and regulations of all of the countries in which we conduct our business. The policy applies to all employees, officers and directors globally and describes in detail the business activities and payments that are improper and prohibited under the policy. See the Bio-Techne Global Anti-Corruption Policy.

Bio-Techne markets and sells its products and services in many countries through authorized distributors and other sales partners. We maintain an anti-corruption program applicable to those third parties as well, which includes appropriate diligence of our sales and distribution partners, provisions in contracts requiring them to comply with relevant anti-corruption laws, and periodic acknowledgement of their compliance with our anti-corruption program. Certain employees and partners receive periodic compliance training and elements of our compliance program are audited by our internal audit staff. See Bio-Techne Global Anti-Corruption Policy.

"Innovation runs deep at Bio-Techne, as our team of 450 scientists leverage their technical expertise and the collective body of knowledge that has been amassed at the Company over the last 48 years to uncover new discoveries, and in-turn, drive a steady cadence of new product introductions. Developing, and ultimately bringing these innovations to market with the highest level of ethical standards remains a core focus for the Company."

— Evett Kruka
Senior Vice President,
Spatial Biology Division

Ethics & Compliance

HEALTHCARE COMPLIANCE

While a number of our products are used as components of healthcare products and services, we have only a handful of products and services that are purchased by laboratories or ordered by healthcare providers, constituting a small part of Bio-Techne's total revenue. Within this business, we comply with various rules and regulations related to marketing and selling healthcare products and services, including the U.S. federal Anti-Kickback Statute, the Health Insurance Portability and Accountability Act (HIPAA) and other comparable laws and regulations in states and other countries. These include rules related to marketing our products in compliance with the scope of their intended uses. We adhere to well established industry best practices regarding healthcare compliance and interactions with healthcare professionals, and have incorporated them into our healthcare-related policies and processes.

Our divisional Compliance Committee, which is comprised of a cross-functional team that includes marketing, sales, regulatory, research, medical affairs, laboratory staff, legal and management, are responsible for overseeing and administering our healthcare compliance program. Their responsibilities include maintaining and updating compliance policies, ensuring that relevant marketing, sales and laboratory staff receive periodic training on those policies, and reporting periodically to management and to the Chief Compliance Officer for Bio-Techne. The Chief Compliance Officer in turn provides reports to the Nominations and Governance Committee of the Board on the healthcare compliance program.

FINANCIAL INTEGRITY

Our focus on ethics applies to financial integrity as well. Bio-Techne is committed to acting with honesty, integrity and reliability to safeguard our reputation and investors' and the public's confidence in Bio-Techne.

As described in more detail in our Code of Ethics and Business Conduct, our commitment to financial integrity rests on the foundation of accurate and complete financial record-keeping and reporting. That commitment to accurate and complete financials is supported by a strong internal audit function that helps management ensure proper accounting and related controls. Internal audit also coordinates with our CFO and Chief Compliance Officer to conduct risk-based assessments and reviews across the organization.

We have an Executive Compensation Recoupment Policy, updated again this year to adhere to recent U.S. Securities & Exchange Commission requirements, that requires the recoupment of cash and equity incentive compensation paid to current or former executive officers in the event of a financial accounting restatement.

In addition to internal auditing and controls functions, our independent registered public accounting firm, KPMG LLP, audits Bio-Techne's financial statements in accordance with the standards of the U.S. Public Company Accounting Oversight Board (PCAOB), provides an opinion on these statements and issues reports to shareholders on its audits. The Audit Committee of the Board oversees and monitors the Company's management and its independent accounting firm throughout the financial reporting process. See our See our 2024 Proxy for our Audit Committee report.

Ethics & Compliance

SCIENTIFIC INTEGRITY

As a science-based company, the integrity of our scientific work and data is fundamental to our business and reputation. In addition to a reference in the Code of Ethics and Business Conduct requiring all employees to be careful and accurate in their scientific work, Bio-Techne maintains a Research Conduct Policy applicable to all of its clinical and non-clinical research programs that includes the following elements:

- Bio-Techne is committed to supporting clinical research that is conducted in an ethical manner, with steps being taken to: (1) minimize the risk of harm to participants, (2) obtain informed consent from participants when appropriate, (3) avoid deception and coercion, and (4) maintain subject confidentiality and anonymity.
- We minimize the use of laboratory animals and, if necessary, we maintain animal treatment programs that emphasize humane treatment of animals and comply with all applicable standards.
- In development of our products, we consistently endeavor to use ethically sourced materials.
- We conduct all of our research with high ethical standards of accuracy and integrity.

SUPPLIER CODE OF CONDUCT

Bio-Techne has a Supplier Code of Conduct that reflects our expectations that our business partners will conduct their business ethically and in compliance with relevant laws. The policy highlights the key values under which Bio-Techne operates, and communicates our expectations that our suppliers, vendors and service providers will adhere to those same values. Consistent with the Code of Ethics and Business Conduct, the Supplier Code of Conduct is in accord with commitments we made as a signatory of the United Nations Global Compact.

GMP Facility in Saint Paul, MN

PILLAR FOUR

The Environment

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62 Environmental Actions
66 Site Spotlights

Our Commitment

Our Environmental *Commitment*

Bio-Techne's commitment to environmental stewardship mirrors our dedication to delivering high quality products. We strongly believe this is a "both / and" proposition and one we are honored to uphold.

BIO-TECHNE ENVIRONMENTAL POLICY

At Bio-Techne, we believe it is our responsibility to be effective stewards of the environment. We seek to carry out activities that minimize environmental impacts, conserve natural resources, and improve our environmental management system at every facility.

Environmental management is an integral core value and a vital part of the Bio-Techne EPIC culture. We demonstrate our commitment to the environment by Empowering employees to minimize waste through awareness training; fostering a culture that is Passionate about the effective use of Innovative environmentally friendly technologies and practices; and Collaborating with customers and suppliers to promote pollution prevention and waste minimization.

Meeting or exceeding environmental regulations is only a starting point at Bio-Techne. Our principles compel us to aim further.

Building on the prior year's progress, we have developed formal risk mitigation plans and oversight of ESG-related compliance and legal risks such as the Corporate Sustainability Reporting Directive (CSRD) and California Climate Laws SB-253 and SB-261. We proudly embarked on our first EcoVadis assessment last year, securing a Bronze medal for our achievements. Furthermore, we paved the way to prepare our double materiality priority assessment to identify those impacts, risks and opportunities most relevant to our business and surrounding environment and communities. We look forward to sharing those results in future reports.

As we grow, so too does our commitment to environmental stewardship, spanning team members, customers, suppliers, and the communities we call home.

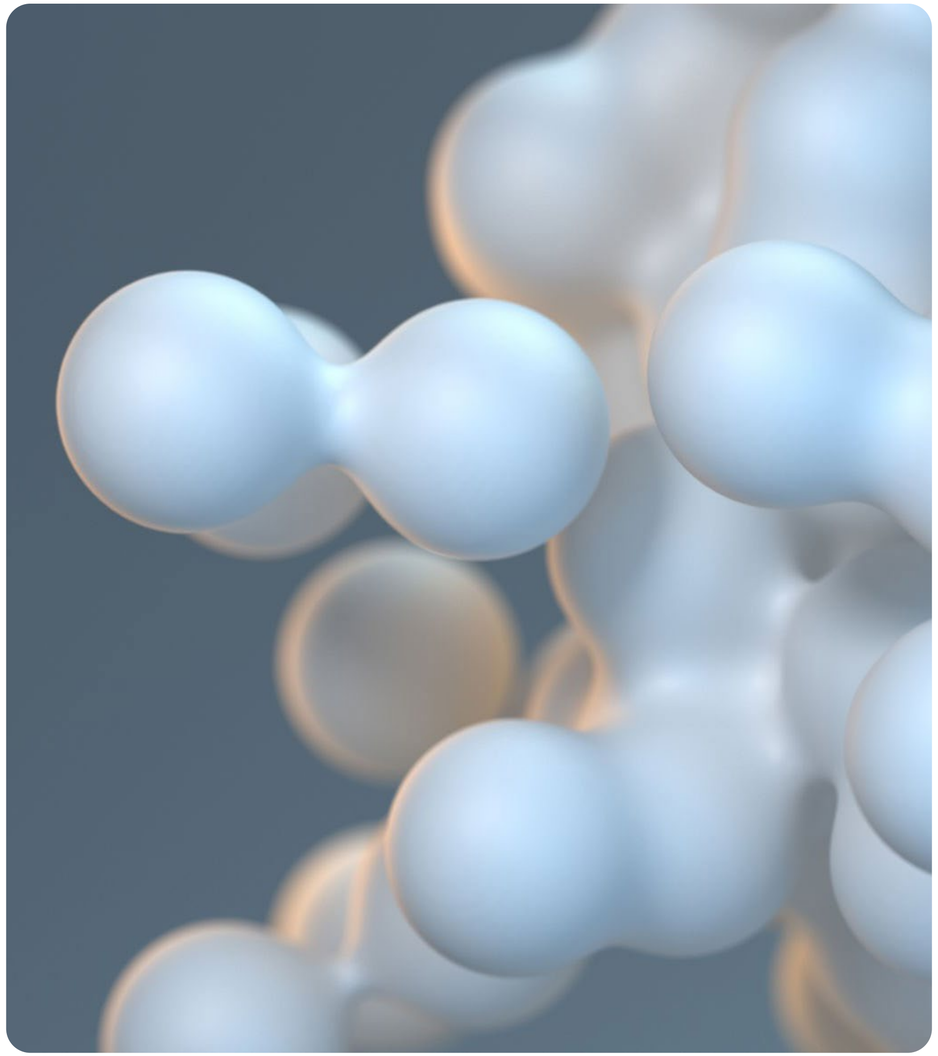
"We are excited to share the progress we made furthering our environmental initiatives over the last year. I congratulate the Bio-Techne team on these accomplishments and for their commitment to continuous advancement going forward."

— Shane Bohnen
General Counsel and Chief Sustainability Officer

"We approach the environment with the same focus and rigor as the innovation, quality and creativity that fuels our product development. Developing the tools for the research and diagnostic communities to advance science and improve healthcare remains our mission, but we do this with a focus on the impact our organization has on the communities where we live and work and the environment overall. We are proud of the progress we continue to make in this journey."

— Bernie Andruss
Senior Vice President, Diagnostics Division

Emissions Data



Our 2024 *Emissions Data*

Building on the foundation set in the prior year's report, we continued to mature our Scope 1 and 2 GHG emissions reporting this year. Through improved data collection and due diligence, we are confident that calendar year 2023 data is our most accurate year to date and plan to use it as our baseline year for future emission reduction targets. As we described last year, Scope 1 accounts for direct GHG emissions from sources owned or controlled by Bio-Techne (e.g., onsite fuel consumption at owned facilities, gasoline consumption from Company-owned vehicles) and Scope 2 accounts for indirect GHG emissions from the generation of purchased or acquired energy consumed by Bio-Techne (e.g., onsite fuel consumption at leased facilities, purchased electricity).

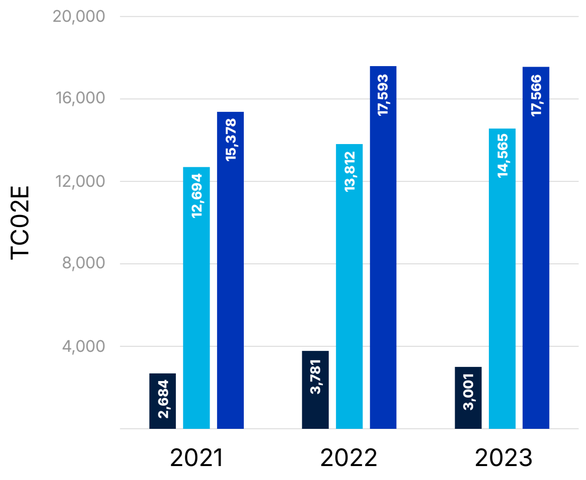
METHODOLOGY

To inform our emissions disclosures this year, we collected climate impact data from January-December 2023 from all Bio-Techne sites around the globe.

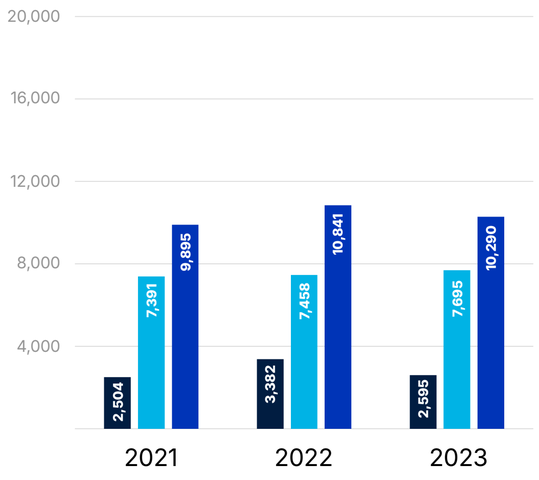
Emissions Data

Our 2024 *Emissions Data*

Bio-Techne Scope 1 & 2 Emissions*



Minneapolis Facility Scope 1 & 2 Emissions*



Scope 1 Emissions | Scope 2 Location-Based Emissions | Total Emissions

Across our expanding network of locations, 2023 emissions totaled 17,565 tCO2e, with Scope 1 accounting for approximately 17% of collected emissions, and Scope 2 accounting for approximately 83% of collected emissions. Bio-Techne's largest owned facility is in Minneapolis, MN, which accounts for 86% of our total Scope 1 emissions and 53% of our total Scope 2 emissions.

*Values represent restated environmental data for the 2022 reporting year to reflect improvements in operational data collection and updates to emission factors

RESULTS

1 - *Electricity usage data was collected directly from utility providers. For properties without full electricity data available, estimates were generated by applying average electricity usage rates from measured facilities to the square footage of the property.*

2 - *Diesel usage data was based on direct diesel purchase data from Bio-Techne facilities.*

3 - *Natural gas usage data was collected directly from utility providers. For properties without full natural gas data available, estimates were generated by applying average natural gas usage rates from measured facilities to the square footage of the property.*

4 - *Refrigerant usage data was collected from Bio-Techne facilities that purchased refrigerants directly.*

5 - *Mileage was estimated using the average annual miles driven per year as defined in Kelley Blue Book.*

Emissions intensity is a ratio of our total Scope 1 and 2 emissions output compared to the total square footage of our facilities (kgCO2e per sq. ft.) and provides context for our progress in our sustainability journey. Incorporating square footage of all locations, our 2023 emissions intensity decreased slightly to 9.53 kgCO2e per square foot, compared to our 2022 measurement of 9.85 kgCO2e per square foot.*

Bio-Techne continues to grow and expand its manufacturing capacity, which accounts in part for a slight increase in Scope 2 emissions in 2023. Importantly, our total Scope 1 emissions footprint decreased compared to calendar year 2022, in part due to refrigerant decreases in our largest site in Minneapolis, MN. Overall, our emissions intensity decreased despite physical growth for the Company.

Of our collected emissions sources, purchased electricity accounts for approximately 78% of our total emissions. The next highest contributor is natural gas, which accounts for approximately 20% of our total emissions. Remaining sources making up less than 2% of total emissions include refrigerants, diesel, and gasoline.

Given the contribution of electricity to our overall carbon footprint, we continue to be committed to evaluating increased use of cleaner, renewable and/or low-carbon electricity at all our sites, particularly our manufacturing facilities. In 2023 we proudly decreased the overall CO2e footprint of our largest site in Minneapolis through efforts such as replacing less efficient freezers in our laboratories with ENERGY STAR certified freezers with advanced compressor and cooling systems, which can consume 55% less energy compared to conventional freezers. Our Dublin distribution center is now 100% electric with 30% sourced by renewable fuels, and with electric vehicles used in our Abingdon, UK fleet, the site's FY24 emission free mileage was 10,713 kwh. At 30kWh per 100 miles, this equates to more than 35,000 miles – or nearly 1.5 times around the Earth.

Emissions Data

Our 2024 *Emissions Data*

Looking Ahead

Bio-Techne's commitment to becoming a business focused on long-term sustainability means setting strategy to address our material topics and holding ourselves accountable in both setting and achieving meaningful targets. We are excited to share the emissions disclosures included in this report, and have our sights set on additional data disclosures in future reports. Listed to the right are some of the initiatives we are committed to advancing.

01

In addition to reporting Bio-Techne's full Scope 1 and 2 emissions data, we are committed to baselining and reporting the relevant Scope 3 categories for our business in the coming years. This enhanced collection, analysis and disclosure of emissions data from across our full value chain will enable us to set meaningful reduction targets and navigate our sustainability progress.

02

This year's report includes disclosure of SASB and TCFD standards, as well as disclosure of our first ever EcoVadis Business Sustainability scorecard. We are now preparing to issue our first CDP disclosure. These tools provide us with a deeper perspective on our environmental, social and governance footprint and achievements, and we plan to integrate our learnings into our sustainability journey.

EcoVadis Assessment

Our First *EcoVadis Assessment*

Our customers asked, and we responded: In 2023, Bio-Techne underwent its first EcoVadis assessment, resulting in a **score of 57 and a Bronze medal**.

"We are very proud of our inaugural EcoVadis assessment results. Our rating is a testament to our team's hard work to integrate sustainability into our business and deliver on our commitments."

— Gerry Andros
Vice President,
Protein Sciences Sales

One of the world's largest sustainability rating providers, EcoVadis assesses more than 120,000 companies across 180 countries, representing 220 different industry sectors. Ratings give respondents a holistic view of their sustainability progress including environmental impact, labor and human rights standards, ethics, and procurement practices. Importantly, they also give companies a clear view of what they can do to improve.

Bio-Techne scored better than 67% of all 2023 respondents, regardless of industry. Notable strengths include:

- Strong measures in place to manage waste, energy, responsible information management and best in class working conditions;
- Clear policies enabling ethical work environments, focused on employee and partner health, safety, well-being and development; and
- Actions demonstrating Bio-Techne's value of employee training, in all categories from environmental to career management, diversity and discrimination.

In our constant strive for improvement, Bio-Techne engaged a third-party expert to conduct an analysis of our first score and highlight areas where we can be better. As such, we are hard at work to build sophistication in areas such as sustainable procurement and disclosure of our data, KPIs and targets, to continually enhance our performance.

BRONZE
2023
ecovadis
Sustainability Rating

Environmental Actions

Our *Eco-Friendly* Practices

Bio-Techne strives to minimize environmental impacts by improving efficiency in its operations and product and packaging designs.

INDUSTRY-LEADING *SUSTAINABLE* PACKAGING INNOVATION.

We are confident in our ability to provide researchers with the tools they need, while contributing to a cleaner and healthier future in the healthcare and life sciences industries. To that end, we continue to invest in sustainable solutions that meet and exceed customer expectations.

Packaging is an area where we have the potential to make a significant impact with our sustainability journey. In particular, our customers have requested innovation to reduce plastic in our secondary packaging. To support this, we have formed a cross-functional team across multiple Bio-Techne sites to work toward redesigning packaging to recyclable, paper-based materials that meet our high standards for safety and quality. A major focus is on reducing the use of plastic and EPS in our packaging, both key customer concerns. In general, the majority of packaging for new product launches includes corrugated or paperboard materials as a standard. Keep reading for some examples of our progress.

"Moving away from plastic and more towards paper-based packaging materials has the dual benefit of being better for the planet while allowing Bio-Techne to explore cutting down on operational costs, all while satisfying an important customer need."

— Mike Downey
Supervisor, Process Engineering/Automation

Environmental Actions

SUSTAINABLE REDESIGN

We're **converting our blue tub from plastic to fully paperboard** with moisture resistant coating, an environmentally sustainable solution. Conversion required a redesign of more than 16 retainers or configurations in the tub, which required great effort to design, test and approve each application. In the final stages of implementation, this three-year project is estimated to be **completed by end of 2024** and to r**educe annual plastic use by nearly 70,000 pounds**.

BEFORE AFTER

CORRUGATED UPGRADE

Bio-Techne is **prioritizing the conversion of EPS and Styrofoam**, which are expensive and harmful to the environment, with corrugated paperboard. For this project, the team is replacing the majority of the EPS foam trays used to ship tubes to customers inside of the shipper boxes. The **EPS foam trays are being replaced with a corrugated cardboard box**, eliminating about 4,000 – 6,000 EPS foam trays used per month, or 48,000 to 72,000 EPS trays per year.

RESPONSIBLE SOURCING

Our EMEA operations **source packaging materials from Forest Stewardship Council (FSC) suppliers**, which certifies forests to ensure their environments are responsibly managed and meet the highest environmental and social standards.

BEFORE AFTER

ECO PACKAGING

In Rennes, France, the team worked hard to **ensure 100% product kit packaging is recyclable for customers**. They replaced tube and vial polystyrene half-boxes with a 100% recyclable solution for all single shipments from +2° to +8°C. This follows standardized efforts to replace polyurethane foam packaging with cardboard for bottles, dropper bottles and tubes wherever possible since 2022. The team **estimates that they replace an estimated 12,000 polyurethane foam packaging pieces with cardboard each year**.

Environmental Actions

USE OF RENEWABLE ELECTRICITY SOURCES

Electricity at our Canadian facilities is sourced from hydro-electric power. Our Minneapolis facility has been a subscriber to the utility provider's Solar Garden program since December 2018, investing to increase the amount of solar energy produced in Minnesota. In FY24 we ordered nearly 150 LED bulbs and fixtures for our Minneapolis site, as part of our standard practice to order LED for all new lighting. In subscribing to the annual St. Paul ENERGY STAR benchmarking survey, we remain in compliance with the MN Efficient Buildings Collaborative. We are committed to evaluating increased usage of renewable electricity sources across our facilities and will prioritize facilities with higher electricity consumption and emissions intensity.

WATER MANAGEMENT

Reducing our water consumption remains an ongoing goal for the Company globally. Our St. Paul facility has installed automatic faucets and low-flow toilets, and this past year our operations staff adjusted the timers on the sprinkler system to reduce the water usage by 7% and realize 5% cost savings. In Dublin, Ireland, our site features sensor faucets, low-flow toilets, and there is no landscaping to require water irrigation systems.

WASTE REDUCTION

We estimate that from FY23 to FY24 we have reduced printed paper at our Abingdon, UK and Dublin, Ireland sites by 91% and 69% respectively. In addition to an uptick in general software adoption such as DocuSign and QR codes, Bio-Techne and its customers have become more reliant on digital infrastructure to conduct business, allowing us to dramatically reduce the volume of printed materials needed in-house. Outputs such as sales order confirmations, invoices, and customer statements are now mainly electronic, including in regions such as Spain, Czech Republic, Poland and Hungary where hard copies had been standard.

In the distribution center in Dublin, the transition to a cloud-based business application reduced the volume of printed paper in part through the increased use of hand-held devices for receipting and picking processes.

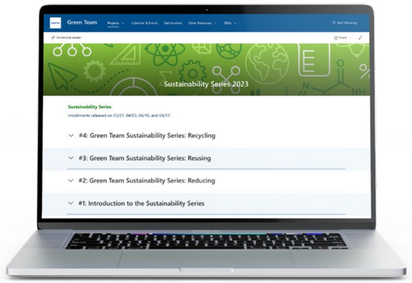
Bio-Techne EMEA sites **switched from plastic to paper tape on packaging**. Since its introduction in 2019, the team has used approximately 2,200 kg of paper tape, eliminating the need for purchasing and using plastic tape.

BUILDING A CULTURE OF SUSTAINABILITY

At Bio-Techne, our employees represent a critical source of creativity and drive to building a more sustainable operation. Our Green Team ERG is composed of self-organized, grassroots, and cross-functional groups of employees across our facilities who are passionate about environmental sustainability. The Green Team's objectives are to support Bio-Techne's sustainability and quality measures through education, internal process improvements and community actions. With executive sponsorship from a member of the Corporate Leadership Team, the Green Team has built a robust intranet site featuring a repository of activities, communications, project ideas and photos.

Environmental Actions

Green Team ERG Activities



Sustainability Series features content such as tips and tricks for going green and "Sustainability at Bio-Techne" webinar, attended by **more than 300 employees**.

Earth Month clean-up events: More than 100 Bio-Techne employees participated in clean-up events across multiple sites.

- Minneapolis Finance = **4%**
- Enterprise Finance = **2%**
- Information Technology = **4%**
- Data Exploration Lab = **2%**
- Creative Services = **2%**
- Shared Services = **2%**
- Protein Science Finance = **4%**
- DGS Finance = **2%**
- DD Manufacturing= **2%**
- DD Sales/Marketing = **2%**
- DD QC Laboratory = **6%**
- DD Research = **2%**
- Product Management Assays = **2%**
- Inventory Management = **4%**
- QA Compliance = **2%**
- Customer Service = **4%**
- Technical Service = **28%**
- Sales = **2%**
- Large Scale Cell Culture= **2%**
- Physical QC Protein/Antibody = **9%**
- Conjugation = **4%**
- Protein Development= **9%**
- GMP Production = **4%**

Abingdon, UK

Green Team ERG

Abingdon, UK Earth Day clean-up, where employees volunteered to spend their lunch break collecting 15 bags of litter from the local community.

Technical Service Green Team hosts low-waste quarterly lunch, featuring reusable dishware and composting options.

"Trash or Treat" Minneapolis campus clean-up, featuring 35 volunteers and 150 pounds of litter.

Cross-ERG collaboration, including co-hosting the Energy Industry Webinar with the B-EPIC ERG and Earth Month celebrations with the Hispanic/LatinX ERG.

San Jose Earth Week, celebrating green transport to work, the Guadalupe River Trail clean-up, bring a plant-based lunch to work.

St. Paul and Minneapolis staff collected 46 bags of trash, an estimated 500 pounds in total, from the Trout Brook Nature Reserve.

Twin Cities Staff Collected 500 lbs of Trash

Site Spotlights

Bio-Techne delivers on its environmental commitments through the active support, collaboration, and creativity of *our people*.

In this section, we spotlight key positive progress and impact made by our teams in facilities globally.

Site Spotlights

Eco-Conscious Employees

May by Bike with *Lunaphore*

TOLOCHENAZ, SWITZERLAND

Our spatial biology company in Switzerland uncovered the issue of the large production of PET bottle waste in the laboratory.

They implemented a system to recycle the bottles, in addition to significantly reducing the number of biohazard trash bags which had a positive environmental impact as well as the benefit of cost savings. The site also participated in the RE:PAS Challenge, which promotes the use of reusable tableware instead of disposable options. Team members were encouraged to bring their own reusable containers to work, and to challenge themselves to be more aware of the plastic waste produced in daily life.

In May, local employees participated in a month-long challenge to bike to work rather than drive personal vehicles. In 2023, employees biked more than 8,000 kilometers during the challenge. In 2024, the site pivoted to participate with the Rennes, France facility in the “May by Bike” event, where they encouraged biking to work.

Employees are also active through the local employee experience team, which is committed to creating a supportive and healthy environment in the workplace. Each Tuesday, staff host lunchtime yoga sessions to encourage employees to take time out of their day for gentle movement, relaxation, and resetting the mind and body for the remainder of the day.

Staff Host Lunchtime Yoga Sessions For Employees

Site Spotlights

Bike-Powered *Innovation*

RENNES, FRANCE

In 2024, the Rennes, France Bio-Techne team proudly obtained the "**Employeur Pro-Vélo**" Silver label obtained by businesses that promote employee cycling to work.

More than one quarter of local employees travel to work via bicycle, and many take advantage of the local e-bike charging station installed in the site parking lot which is fully powered by solar panels on its roof. The charging station also supports electric vehicles, and Rennes was able to replace two Company vehicles with one electric and one hybrid car in part because of the available infrastructure.

A focal point of the year was the "May by Bike" challenge, a French initiative to encourage cycling to work throughout the month of May. Bio-Techne Rennes challenged fellow EMEA sites to participate, with the goal of creating an EPIC interaction among employees of different sites while traveling as many kilometers as possible. 40 employees at six Bio-Techne sites including Tolochenaz, Switzerland, Abingdon and Bristol, UK, Wiesbaden, Germany, and Massy, France joined the cause and cycled nearly 6,000 kilometers in one month, which is close to the distance between Rennes and Minneapolis, Minnesota where Bio-Techne is headquartered.

"May by Bike" at EMEA Sites // 1. Massy, France // 2. Bristol, UK 3. Tolochenaz, Switzerland // 4. Wiesbaden, Germany

"May by Bike" in Rennes, France

The Rennes site has a rich history of supporting employee wellbeing and sustainable behaviors, beginning in 2022 with actions to measure impact and reduce unnecessary waste. 75% of waste on-site is recycled through initiatives such as donating wood pallets, reusing cartons, gel packs, bundle boxes and dry ice crates, eliminating single-use plastic dishware, and installing water filling stations to remove single-use plastic water bottles from campus. 77% of suppliers are local to reduce carbon dioxide emissions, and the site aspires to have 100% recyclable product packaging (secondary packaging) for customers. Staff are trained to utilize digital solutions rather than printing and in 2024, all exterior lights were replaced with LEDs.

Site Spotlights

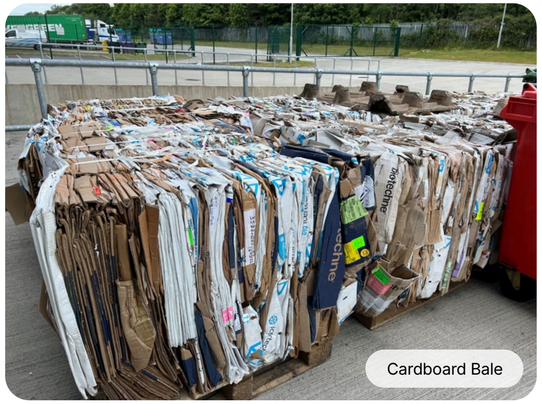
Green Facility Design

DUBLIN, IRELAND

The Dublin distribution center and warehouse is LEED Silver certified, reflecting a significant commitment to environmental stewardship, incorporating advanced sustainable practices such as enhanced energy management systems, water efficiency strategies, and sustainable building materials.

Dublin is 100% electric and its generator uses Hydrotreated Vegetable Oil (HVO) as a fuel source. HVO is a renewable, fossil-free, synthetic diesel fuel made from waste products, such as animal fat or vegetable oil. When the warehouse was built it was decided to transfer the warm air the laboratory freezers release back into the warehouse for heating, which is sufficient to keep the facility at about 12 C/54 F in the cold months of the year.

HVO Generator


Cardboard Bale

Dublin Distribution Center & Warehouse

Waste from the site is sorted and tracked, and cardboard is baled with the onsite baler and sold. There are no disposable cups or water bottles on site. For packaging, starch or air sack interior materials are utilized in place of expanded polystyrene (EPS) packaging.

The Bike to Work Scheme is an Irish tax incentive scheme to encourage employees to cycle to work. Under the scheme, Bio-Techne can pay for a new bicycle and the employee then repays the cost in regular installments from their salary without tax liability. The Dublin site offers this program to employees and many staff ride bikes or take public transportation to work. Along with the electric vehicle charging units on-site, we are planning to add an e-bike charging container in the near future.

Electric Vehicle Charging On-Site

Site Spotlights

Sustainability Milestone Hit

SAN JOSE, CA

After completing the baseline and assessments for My Green Lab Certification, we are proud to have achieved Platinum and Silver ratings for two consumables labs on site at San Jose.

The ratings represent the team's hard work to mature from 1% below the Bronze level in 2020 to advance sustainability practices and earn these higher ratings in FY24. My Green Lab Certification is a key indicator of progress for the United Nations Climate Change's High Level Climate Champions 2030 Breakthroughs Race to Zero campaign, where the aim is to certify 95% of labs across major pharma and med-tech companies by 2030.

my green lab certification.

The San Jose warehouse began reusing bubble wrap, with over 175,000 square feet of bubble wrap reused since the program was put in place in 2022. In 2023 the team also began reusing Ziplock bags, and in 2024 made the decision to discontinue the use of the bags altogether.

Upon renovating the San Jose site, staff repurposed 76% of office furniture from the first half of the first floor, phase one, through donations to schools, local start-ups and to employees. They plan to continue repurpose efforts into phase two, when the second half of the first floor and the second floor are renovated.

San Jose Site

Site Spotlights

Waste and Resource *Efficiency*

WALLINGFORD, CT

The Wallingford ASD team partnered with supplier CPSF to develop a Kan Ban system utilizing reusable bins and avoiding packaging that would otherwise end up in the landfill.

In partnership with CPSF, the site began reusing 289 bins to transport components for pneumatic assembly to and from the supplier, rather than using cardboard bins that would eventually wear out and be discarded. Bio-Techne received more than 62,000 pneumatic assemblies in FY24.

Reusable Bin
Kan Ban System

New Containment Fence

When staff moved to the new site in October of 2022, they decided to make some changes to support the local environment and live out the Company's sustainability values. The new building includes LED lighting and water saving fixtures throughout, and facilities staff installed a containment fence next to the site dumpster so any garbage blown around would not travel to the surrounding wooded area.

Earth Month
Clean-Up Event

To further keep the complex clean, local staff hosted an Earth Month clean-up event to collect and dispose of litter from around the site.

Additionally, staff made an important behavioral change at the new site. Rather than providing disposable plastic cutlery and dishware to the team, it was decided that employees would bring in their own reusable cups, plates, forks and spoons for personal use. A new habit was formed and the site saves $1,200 annually by no longer purchasing the disposable materials.

Site Spotlights

Compost Colorado

DENVER, CO

Once or twice a year, the **Denver site hosts an electronics recycling day** where staff can bring in consumer electronics items they no longer need rather than landfilling them. Employees can deposit items ranging from cell phones and televisions to washing machines and dryers, and often fill the recycling crates to the top.

Upon relocating to the new office space in 2023, the site began working with Compost Colorado to help divert more than 1.1k pounds of waste from landfill. To support the effort, staff switched to compostable plates, cups, napkins and utensils for the majority of office events. The subscription also offers local full-time employees a discount on home memberships if they would like to incorporate composting into their everyday lives.

The on-site warehouse has made changes to how they operate in an effort to be more green. They have digitized processes wherever possible, including daily supply counts, safety OFIs and the Gemba board.

Finally, members of the Bio-Techne Green Team ERG are making plans to commemorate the new office space with a tree planting ceremony, cultivate green space and gardens around the office space, and organize an employee litter clean-up event to help beautify the complex.

Denver's Environmental Impact

Statistics based on CO_2e (Carbon Equivalency). This number allows us to translate abstract measurements into concrete terms we can understand, such as the emissions from cars, households, or power plants.

1,207 lbs diverted!
This is the total weight we have collected from you so far.

8.0 seedlings planted!
Composting has a huge impact on the environment. From a greenhouse gas equivalency standpoint your composting efforts are equivalent to 8.0 urban trees seedlings grown for 10 years.

1,197 miles offset!
Your composting efforts are equivalent to not driving 1,197 miles. Whoa.

54 gallons of gas!
The number of gallons of gasoline offset by diverting food scraps from the landfill.

SASB Standards Index

Topic	Accounting Metric	Reference
Affordability & Pricing		
	HC-MS-240a.1 Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	Bio-Techne does not disclose this data.
	HC-MS-240a.2 Description of how price information for each product is disclosed to customers or to their agents.	Pricing provided by Bio-Techne to customers and distributors varies by business unit and product line but includes both list prices and quoting processes. Pricing is dependent upon geographic region, customer type, type of channel, contractual provisions and other factors.
Product Safety		
	HC-MS-250a.1 Number of recalls issued, total units recalled	During our fiscal year 2024, there were no products recalled.
	HC-MS-250a.2 List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products data-base	During our fiscal year 2024, there were no products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database.
	HC-MS-250a.3 Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	None
	HC-MS-250a.4 Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices	None
Ethical Marketing		
	HC-MS-270a.1 Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	None
	HC-MS-270a.2 Description of code of ethics governing promotion of off-label use of products	We have a small number of products that are marketed and sold directly into the healthcare system. For those products, we promote and market them for their intended or approved uses and maintain a robust review process to assure that our marketing practices adhere to those requirements. See "Healthcare Compliance" page 54.

Topic	Accounting Metric	Reference
Product Design & Lifecycle Management		
	HC-MS-410a.1 Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustain-able products	See pages 31-43.
	HC-MS-410a.2 Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	Bio-Techne generally does not accept any products for take-back, re-use or recycling, and does not track this information.
Supply Chain Management		
	HC-MS-430a.1 Percentage of (1) entity's facilities and (2) Tier 1 sup-pliers' facilities participating in third-party audit programs for manufacturing and product quality	All medical device facilities at Bio-Techne under ISO 13485:2016 are subject to annual audits by Notified Bodies. Facilities operating under ISO 9001:2015 are audited a maximum of once every three years by Registrars. Bio-Techne affiliates maintain two laboratories that are certified under CLIA and are subject to audit. Bio-Techne does not currently report the percentage of Tier 1 supplier facilities participating in third party audit programs for manufacturing or product quality.
	HC-MS-430a.2 Description of efforts to maintain traceability within the distribution chain	Every shipment is traceable by its bill of lading and on-package labeling. Bio-Techne assigns batch and/or lot numbers to all incoming raw materials and lot and/or serial numbers to outgoing orders.
	HC-MS-430a.3 Description of the management of risks associated with the use of critical materials	We periodically assess criticality of certain raw materials and components, and take appropriate steps to mitigate supply chain risks through a variety of measures such as secondary sourcing, increasing stock levels and identifying alternative materials.
Business Ethics		
	HC-MS-510a.1 Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	None
	HC-MS-510a.2 Description of code of ethics governing interactions with health care professionals	In addition to our Code of Ethics and Business Conduct that covers our entire business, we also have a compliance program specifically for that small portion of our business covered by healthcare regulations. Our compliance program is consistent with the AdvaMed Code of Ethics, and it reflects our commitment to ethical practices in interacting with healthcare providers as we develop, test, market and sell our healthcare products and services. See "Healthcare Compliance" page 54.
Activity Metric		
	HC-MS-000.A Number of units sold by product category	Bio-Techne believes that the number of units sold by product category is proprietary information.

TCFD Index

Task Force on Climate-Related Financial Disclosures

Bio-Techne is committed to fortifying the sustainability of its business through enterprise-wide ownership and continued transparency of its progress and goals. Accordingly, we have adopted TCFD voluntary climate-related disclosure recommendations to guide our reporting.

TCFD Disclosure	Topic	Description	CSR Report Section/Other Reference
Governance **Describe organization's governance around climate-related risks and opportunities**			
	Board Oversight	Describe Board's oversight of climate-related risks and opportunities	Page 26 "Sustainability and ESG Oversight" Pages 34-35 "Corporate Sustainability" sections of 2024 Proxy Statement
	Management Role	Describe management's role in assessing and managing risks and opportunities	Page 26 "Sustainability and ESG Oversight" Pages 34-35 "Corporate Sustainability" sections of 2024 Proxy Statement
Strategy **Describe the actual and potential impacts of climate-change risks and opportunities on the organization's business, strategy, and financial planning where such information is material**			
	Climate risk and opportunities timeline	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Pages 4-5. 14, 24 of 2024 10-K
	Climate risk and opportunities impact	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	
	Targets to manage climate risk and opportunities	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
Risk Management **Disclose how the organization identifies, assesses, and manages climate-related risks**			
	Process to identify climate risk	Describe the organization's processes for identifying and assessing climate-related risks.	Page 26 "Sustainability and ESG Oversight"
	Process to manage climate risk	Describe the organization's processes for managing climate-related risks	Pages 34-35 "Corporate Sustainability" sections of 2024 Proxy Statement
	Process to integrate climate risk in overall risk management	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Page 12
Metrics & Targets			
	Climate-related metrics	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Pages 56-72
	GGH emission data	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Pages 58-60
	Targets to manage climate risk and performance to target	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Pages 58-60