

2024 Sustainability Highlights

Vision

Together, we unlock the possibilities of science.

Mission

We improve the quality of life by catalyzing advances in science and medicine.

Enterprise Goals

Develop People Through a Transformative Culture

Lead the Industry Through Innovation

Deliver Best-In-Class Customer Experience



Our People

- Diversity, Equity & Inclusion
- Training & Career Development
- Employee Engagement

Culture



Advancing Science

- Innovative Solutions
- Life Cycle Analysis

Innovation



Governance & Operational Integrity

- Enterprise Risk Management
- Reporting & Disclosure
- Stakeholder Engagement

Transparency



The Environment

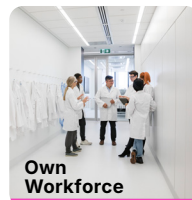
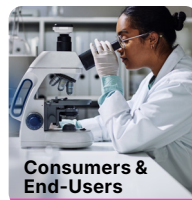
- Operational Efficiency
- Sustainable Packaging
- Green Team Engagement

Data

Our Material Topics

In 2024 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.

Priority Topics



Our Pillars and 2024 Year in Review



PILLAR ONE Our People

- 300+ employees contributed 2,000 hours volunteer time
- 11 active Employee Resource Groups (ERGs)
- 43% female supervisor & above globally
- 350 internal promotions



PILLAR TWO Advancing Science

- Investment in Spear Bio, featuring technology that can enable early diagnosis of neurodegenerative diseases such as Alzheimer's
- ExoDx Prostate Test alerts patients at risk of high-grade prostate cancer
- >1M products developed, ~800 new products in 2024
- 8% of revenue invested in R&D



PILLAR THREE Governance & Operational Integrity

Board of Directors

Top Level Oversight

Sustainability Oversight Council

General Counsel, CEO, Executive Team

Sustainability Working Group

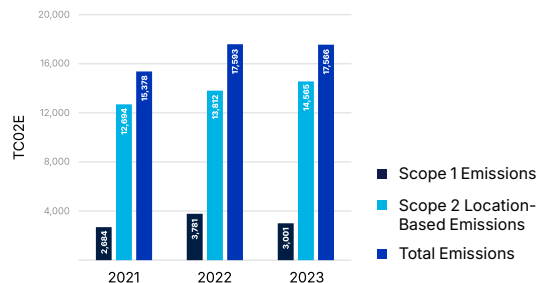
Senior Leaders within Operations, Quality, Finance, Accounting, Human Resources, Investor Relations, & Legal

- EcoVadis Bronze Medal
- Signatory to the UN Global Compact
- Commitment to the Science Based Targets Initiative



PILLAR FOUR The Environment

Bio-Techne Scope 1 & 2 Emissions



- Blue tub conversion to paperboard, eliminating 70k lbs / 32k kg of plastic annually
- 100+ employees participated in Earth Month clean-up events globally
- 40 employees across six sites biked nearly 6,000km to work in May



Review the Full
2024 CSR Report

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biotechne // Global Developer, Manufacturer, and Supplier of High-Quality Reagents, Analytical Instruments, and Precision Diagnostics.

INCLUDES R&D Systems™ Novus Biologicals™ Tocris Bioscience™ ProteinSimple™ ACD™ ExosomeDx™ Asuragen™ Lunaphore™