



2022

Corporate Sustainability Report

biotechne®

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Dear Bio-Techne Stakeholders:

The Bio-Techne team delivered a very strong fiscal 2022 performance as our revenue increased 17% organically and surpassed the \$1 billion mark for the first time in corporate history. As in past years, we delivered this strong revenue growth with a focus on profitability. Our adjusted operating income increased by 16% to \$421 million, representing a 38.3% adjusted operating margin.

In addition to this very strong financial performance, we also made substantial

progress in our ongoing efforts to become better corporate citizens. Our EPIC values, or Empowerment, Passion, Innovation and Collaboration, remain the backbone of our corporate culture and provide the foundation for Bio-Techne’s approach to continuously improving our corporate sustainability. Our team leveraged these EPIC values to identify, document and, when possible measure, the Company’s significant progress in its ongoing sustainability initiatives.



Charles Kummeth

President and
Chief Executive Officer

\$1.1B
Revenue

17%
Organic Growth

\$421M
Operating Income

38%
Adjusted operating
margin

Our ESG Pillars

Our Corporate Sustainability Report (CSR) is organized around four key pillars:

Our People, Advancing Science, Governance and Operational Integrity, and The Environment. I am truly excited to share with you the progress the Bio-Techne team has made in each of these areas since our inaugural CSR in 2020. As you read the report, it will be clear that we are committed to growing our company in a responsible and sustainable manner, supporting our employees and the communities in which they work and live, and leveraging our deep scientific capabilities to deliver the products enabling next-generation therapeutics, vaccines and diagnostics that improve global healthcare.



Our People



Advancing Science



**Governance and
Operational
Integrity**



The Environment



PILLAR ONE

Our People



Everything starts with Pillar One, Our People. Without our dedicated, passionate and innovative Bio-Techne team members, we would not be developing the tools that academic and biopharma researchers rely on every day to push the boundaries of science. During my tenure as CEO, we have grown the Bio-Techne team from approximately 780 employees in fiscal 2013 to nearly 3,000 at the end of fiscal 2022. Bio-Techne supports the diverse background and interests of our team members through 10 Employee Resource Groups (ERG), including ERGs supporting our LGBTQ+, Asian Pacific Islander and Black employees as well as an additional 7 groups supporting a variety of interests and cultural backgrounds. Progress on our employee initiatives led to 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.

PILLAR TWO

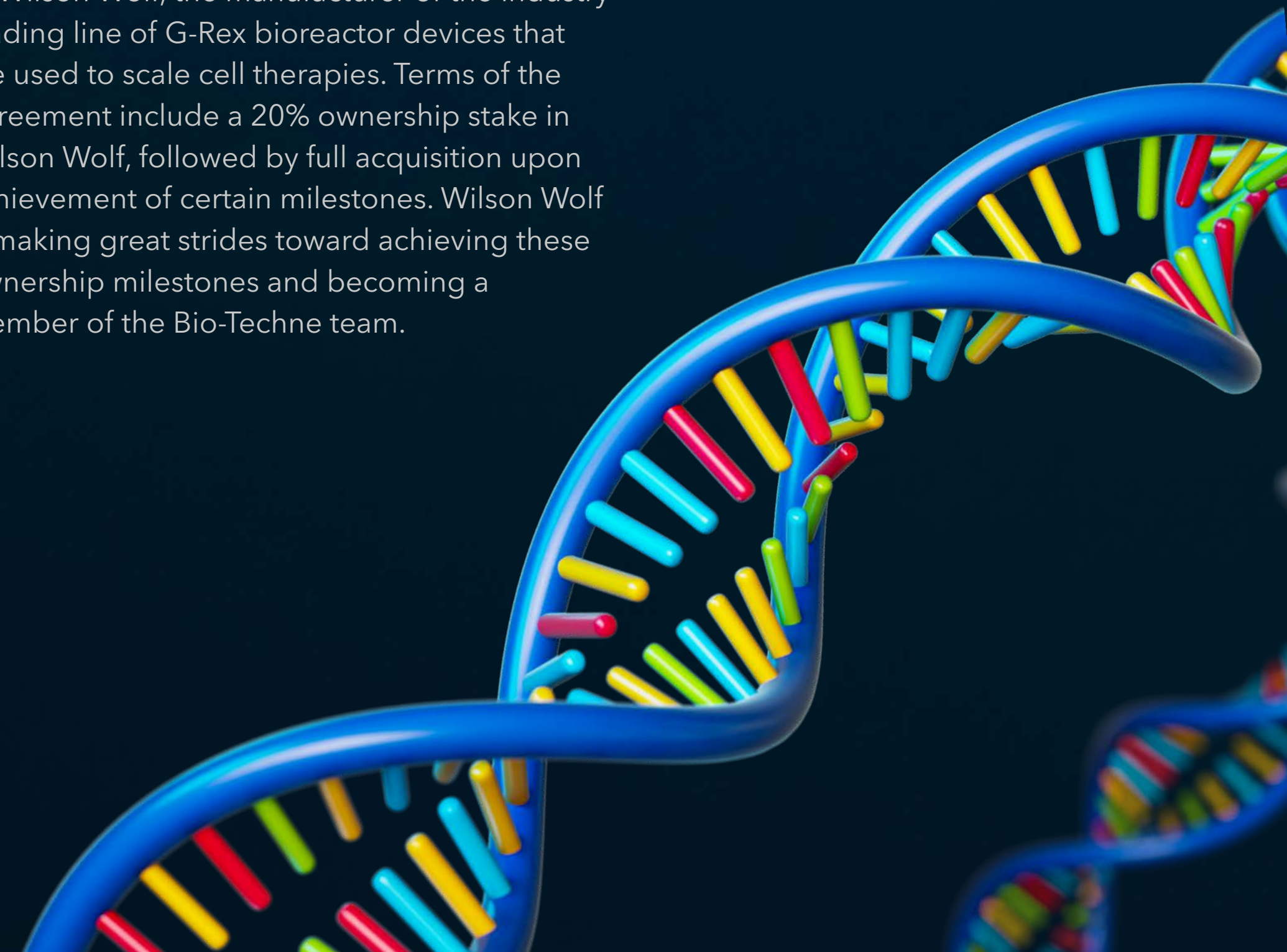
Advancing Science

**Bio-Techne has a 46 year history of 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, Advancing Science, goes beyond developing the products the scientific community needs to drive discoveries; we also aim to deliver these products with a focus on sustainability, quality and responsible sourcing. In fiscal 2022 we advanced our product portfolio by delivering over 1,000 new products to the scientific community, bolstering our catalogue of over 500,000 products.

This commitment to advancing science is evident in our growing portfolio of reagents, instruments, technologies, solutions and services to improve the complicated workflow associated with Cell and Gene Therapies, with the goal of lowering costs and enabling increased efficiencies for

these next-generation therapeutics. Since our last CSR, we opened our state-of-the-art GMP Protein manufacturing facility and are now commercializing multiple proteins at the scale necessary to support current and future demand for cell therapies. Another key development for our Cell and Gene Therapy initiatives was the inking of an agreement for the future acquisition of Wilson Wolf, the manufacturer of the industry leading line of G-Rex bioreactor devices that are used to scale cell therapies. Terms of the agreement include a 20% ownership stake in Wilson Wolf, followed by full acquisition upon achievement of certain milestones. Wilson Wolf is making great strides toward achieving these ownership milestones and becoming a member of the Bio-Techne team.



PILLAR THREE

Governance & Operational Integrity



Our third pillar, Governance and Operational Integrity, reflects the commitment of our Board and employees to operate the business within ethical parameters while effectively mitigating enterprise risk and ensuring that our partners 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.



PILLAR FOUR

The Environment



I am extremely proud of the increased level of disclosure the team has achieved with respect to our fourth pillar, The Environment. For the first time, we are including an inventory of our Scope 1 and Scope 2 greenhouse gas (GHG) emissions data for our largest U.S. and European-based manufacturing facilities. These facilities manufactured products accounting for over 99% of our fiscal 2022 revenue. This extensive undertaking represents a starting point for our GHG disclosures and strategy. We also continuously evaluate opportunities to lower our water and energy consumption, manage and reduce waste, and implement recycling initiatives.



Positioned for Sustainable Growth

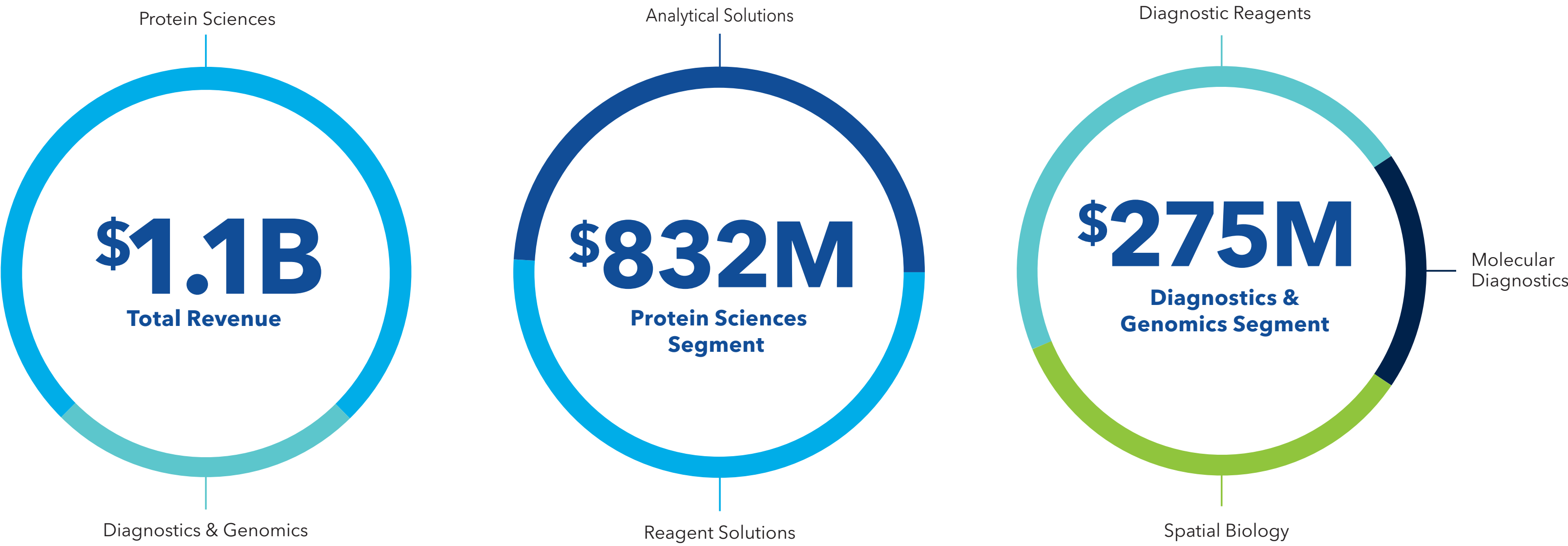
Bio-Techne has a strong track record of product innovation and execution, with our team delivering a revenue compound annual growth rate (CAGR) exceeding 15% since fiscal 2013 when I joined the Company as CEO. During our Investor Day event in September 2020, we provided a target of achieving \$2 billion in revenue in our fiscal year 2026, and we continue to execute to the plan to achieve this goal. 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.

Charles Kemmuth

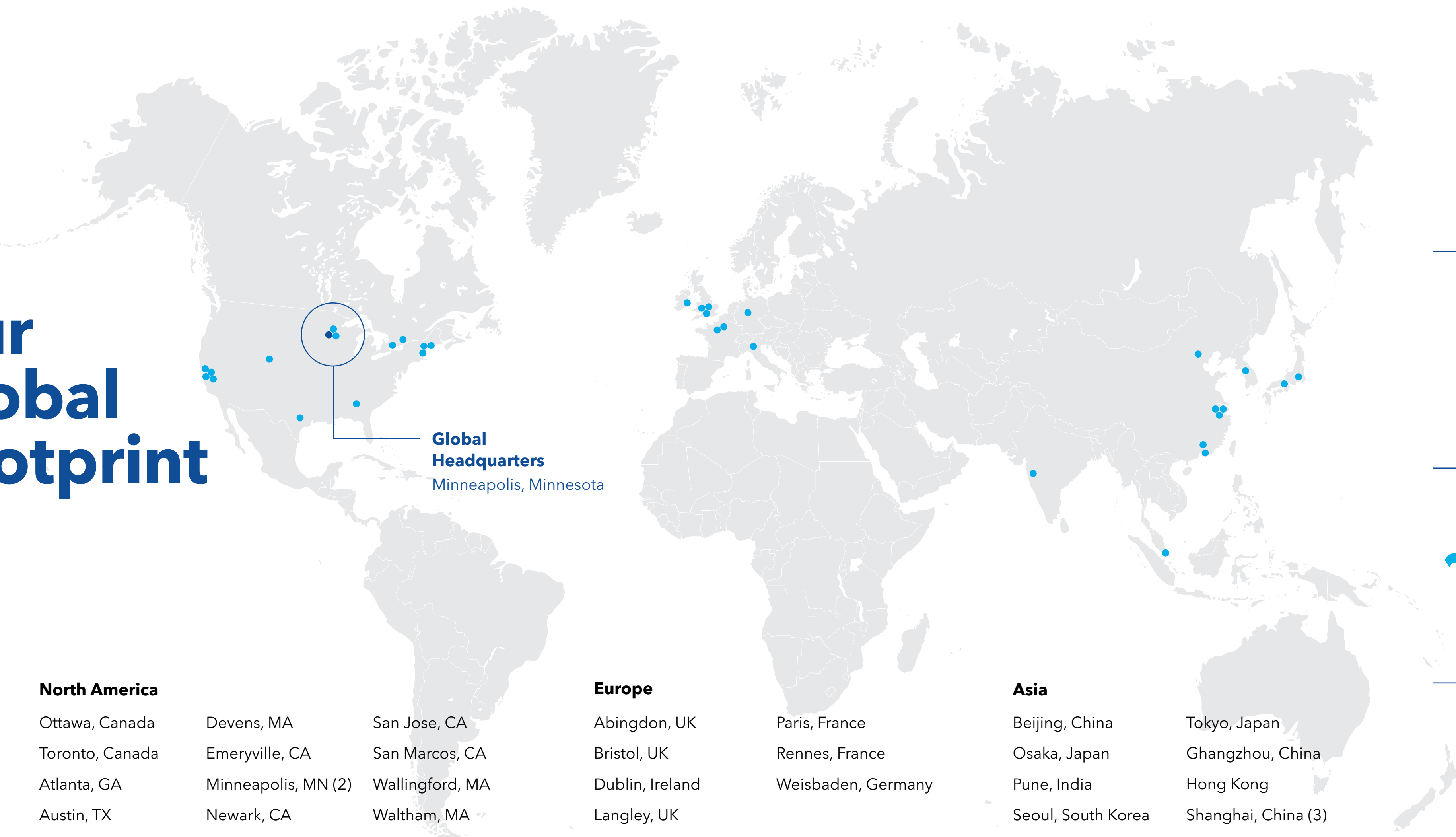
President and Chief Executive Officer

About Bio-Techne

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 and Genomics Segment includes our spatial biology, molecular diagnostics and diagnostic reagents businesses. In fiscal 2022, our portfolio of proteomic research reagents and analytical tools, and diagnostic and genomic solutions generated approximately \$1.1 billion in revenue with almost 3,000 employees globally.



Our Global Footprint



North America

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

Europe

- | | |
|-----------------|--------------------|
| Abingdon, UK | Paris, France |
| Bristol, UK | Rennes, France |
| Dublin, Ireland | Weisbaden, Germany |
| Langley, UK | |
| Milan, Italy | |

Asia

- | | |
|--------------------|---------------------|
| Beijing, China | Tokyo, Japan |
| Osaka, Japan | Ghangzhou, China |
| Pune, India | Hong Kong |
| Seoul, South Korea | Shanghai, China (3) |
| Singapore | |

~3,000
Employees Worldwide

34
Locations Worldwide

~1.45M
Square Feet

17%
Organic Growth

Materiality Assessment

In 2020, we embarked on our initial journey to evaluate the sustainability subjects and data points which could be relevant to Bio-Techne and its stakeholders. This initial assessment resulted in our inaugural CSR which was published in September 2020.

For this iteration of our CSR, early in the year we engaged external consultants to assist management in re-evaluating the sustainability program elements most important to our business. This assessment included:

- Identification of ESG-related topics that our Board and leadership team deemed to be material to our business
- In depth conversations with other relevant ESG stakeholders within Bio-Techne
- A detailed assessment of ESG-related topics considered material to our industry by rating agencies and industry leading reporting frameworks, including the Sustainability Accounting Standards Board (SASB)
- Conversations with our largest shareholders
- Analysis of peer disclosures and industry best practices

This comprehensive materiality assessment led us to conclude that the most important elements of sustainability for our company related to our employees and culture, product safety, quality and innovation, operating with integrity and compliance with relevant laws and regulations. Consequently, this expanded and updated report focuses on those areas while also covering other topics of particular interest to certain stakeholders.

Sustainability Management & Oversight

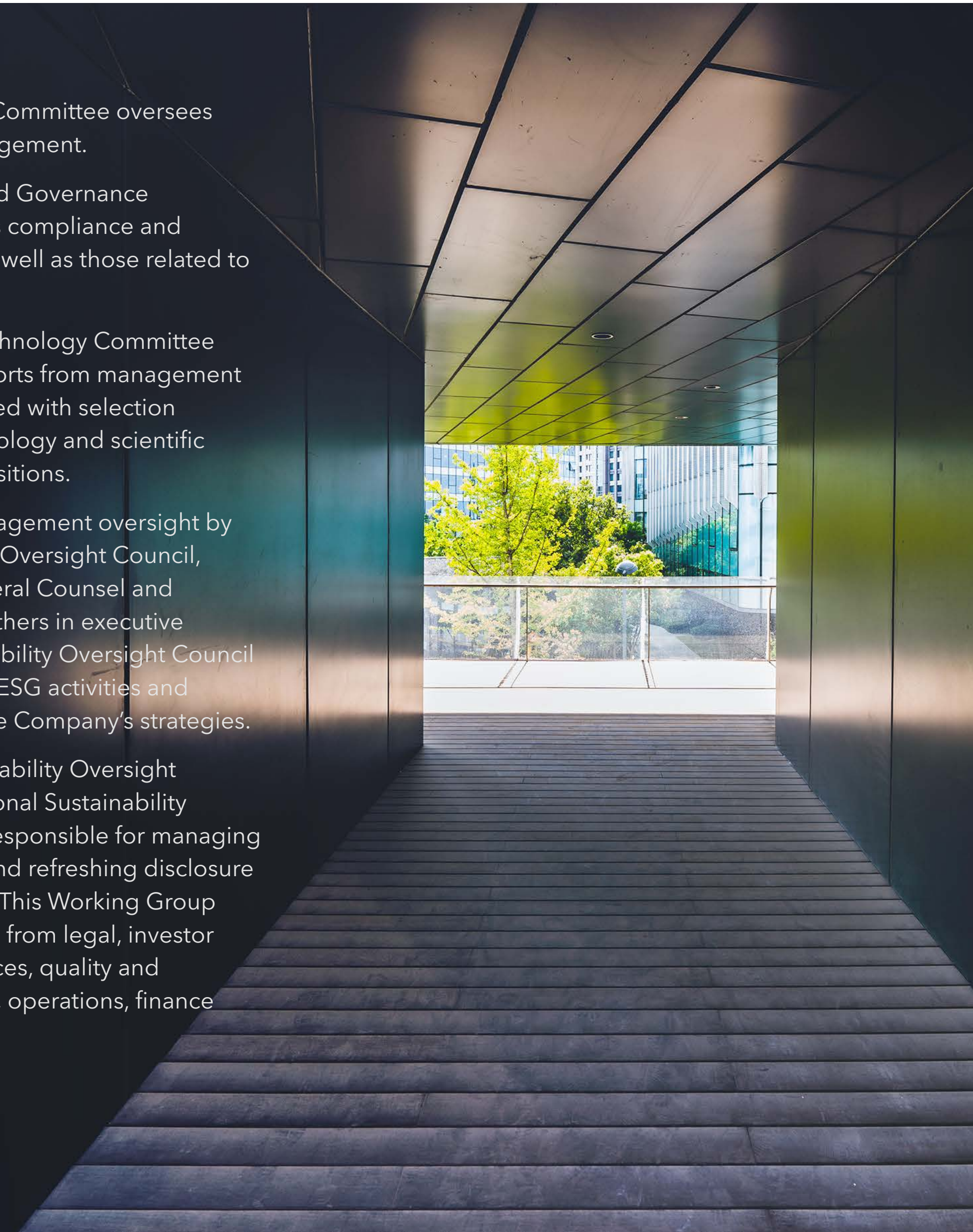
We allocate oversight responsibilities among the Board and its committees.

- The Board retains oversight responsibilities for the integration of ESG activities and risks into overall Company strategy and enterprise risk management.
- Additionally, Board committees oversee specific sustainability areas.
 - The Audit Committee oversees compliance, legal, regulatory and cybersecurity risks to the Company's financial statements and results.

- The Compensation Committee oversees human capital management.
- The Nominations and Governance Committee oversees compliance and governance risks, as well as those related to ethics and culture.
- The Science and Technology Committee receives regular reports from management on the risks associated with selection and pursuit of technology and scientific programs and acquisitions.

We ensured senior management oversight by creating a Sustainability Oversight Council, which is led by the General Counsel and includes the CEO and others in executive leadership. The Sustainability Oversight Council is charged with leading ESG activities and integrating them into the Company's strategies.

Reporting to the Sustainability Oversight Council is a cross-functional Sustainability Working Group that is responsible for managing various ESG initiatives and refreshing disclosure of ESG data and efforts. This Working Group includes representatives from legal, investor relations, human resources, quality and regulatory, supply chain, operations, finance and accounting.



Our Industry

Life Science Tools

While compiling this report, we consulted several reporting frameworks and ultimately chose to align with the Sustainability Accounting Standards Board (SASB) Standards. Following this selection, SASB announced it is integrating with IFRS Foundation's International Sustainability Standards Board (ISSB). We recognize that SASB standards could potentially change following this merger and will consider this in our future benchmarking efforts. We will consider additional indexes and frameworks as our sustainability program matures.

SASB groups Bio-Techne into the Medical Equipment and Supplies industry. However, this fit is not ideal. Bio-Techne has minimal exposure selling medical equipment or supplies directly

to the medical community. Bio-Techne primarily develops, manufactures and commercializes high quality life science tools, including reagents and instruments, to enable researchers to gain insights into the nature, diagnosis and progression of specific diseases. Over 80% of Bio-Techne's fiscal 2022 revenue was generated from products sold to our academic and biopharma customers for research purposes, while less than 5% of our revenue is from products and services directly marketed to the medical community or directly exposed to Medicare and/or private payor reimbursement. Nonetheless, product quality and safety as well as operational integrity are included in this SASB index and are key elements of Bio-Techne's long-term business and strategy.



Our Stakeholders

Bio-Techne engages with our stakeholders on ESG matters and other aspects of our business through direct interaction, our website, surveys and consultation.



Customers

Bio-Techne constantly strives to improve our customer experience. Ensuring that

our customers are not only satisfied with the quality of the products that they purchase from Bio-Techne, but also have a positive experience interacting with the Company is a top priority. During recent years, Bio-Techne has made significant investments in our digital marketing efforts, including the creation of 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 are potentially additive to their efforts.



Employees

Bio-Techne leverages several channels to 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 Company as a whole. Bio-Techne also conducts an annual employee survey, enabling our employees to provide feedback anonymously on a wide variety of topics including job satisfaction, communication and compensation and benefits. Our latest completed employee engagement survey included responses from 73% of our employee base, with 87% of respondents providing positive feedback.



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 calendar 2021, this engagement included participation in 15 investor focused conferences, as well as a regular cadence of investor calls throughout the year. Additionally, members of our Board participate in investor conversations with our largest shareholders regarding our philosophy and approach on ESG-related topics on a periodic basis.

Our Stakeholders (Cont.)



Communities

Bio-Techne supports and contributes to the many diverse communities where we live and work. 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.



Government Agencies

We engage with the relevant governmental 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.



Suppliers

Bio-Techne works with its suppliers to enable the development, manufacture and commercialization of the more than 500,000 products in its portfolio. 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 convey expectations that its suppliers act lawfully and responsibly can be found in its [Supplier Code of Conduct](#).



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.



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 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](#) and the [Bio-Techne Global Anti-Corruption Policy](#).



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, several of our global facilities (see page 39 for a list) have received ISO certifications recognizing our adherence to quality management and environmental standards.



Our People

Our Culture



At Bio-Techne, we are committed to creating an experience that allows each employee 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.

Earlier this year, we were proud to receive two coveted rewards from Forbes --

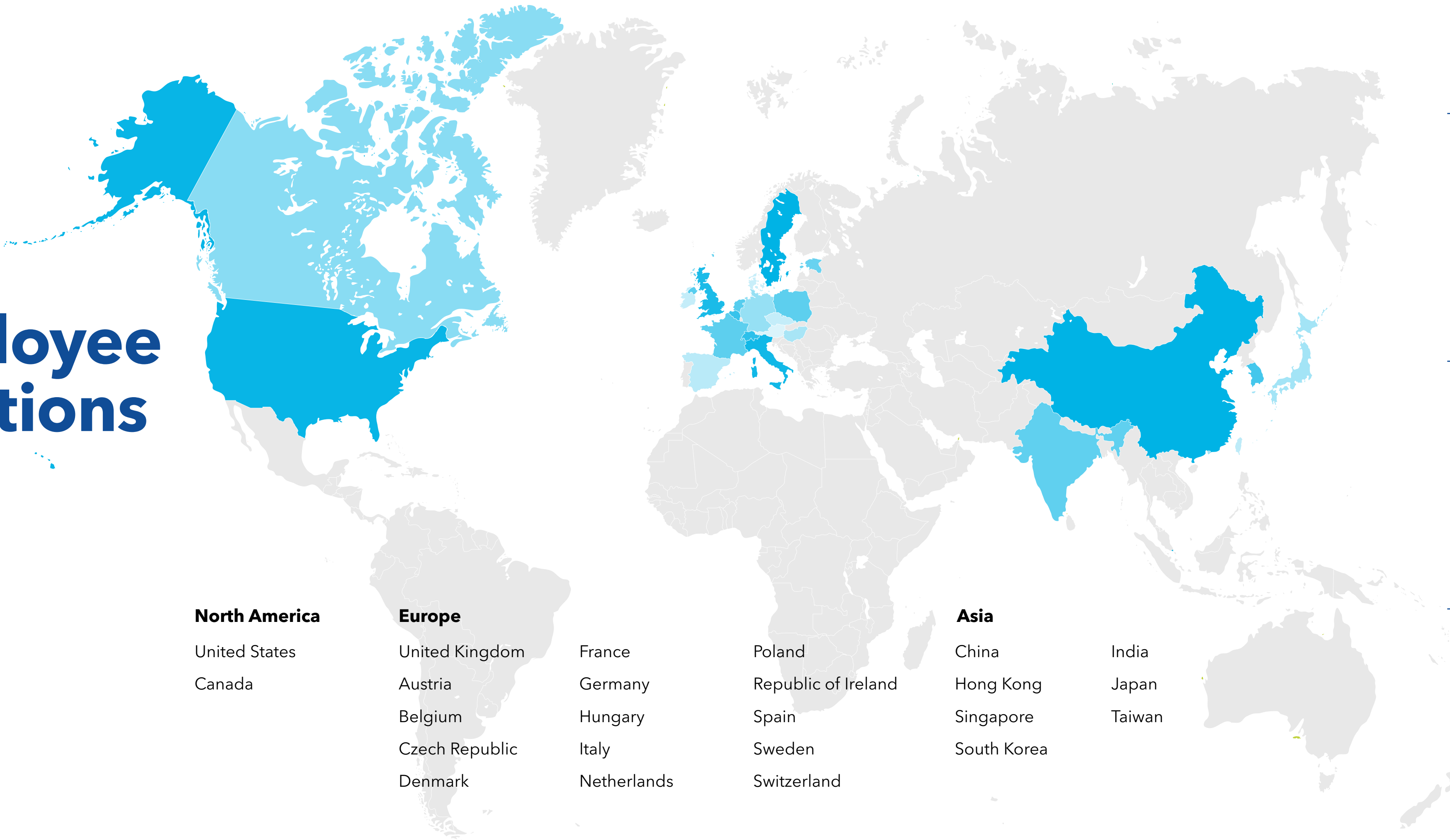
- America’s Best Midsize Employers
- The Best Employers for Diversity

We believe these awards reflect our enduring commitment to foster a culture of impactful productivity, spirited individuality, intellectual challenge and diverse opportunity. At Bio-Techne, we invest in inclusion and diversity by supporting numerous Employee Resource Groups (ERGs) and programs that positively impact our employees and the communities we serve. We transparently communicate with our employees

through quarterly Town Hall meetings, executive-led round table discussions a quarterly newsletter to connect our employees across the globe and targeted CEO messages.

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

Employee Locations



North America

United States
Canada

Europe

United Kingdom
Austria
Belgium
Czech Republic
Denmark
France
Germany
Hungary
Italy
Netherlands

Asia

China
Hong Kong
Singapore
South Korea
India
Japan
Taiwan

Fiscal Year 2022

Employees in
24
Countries

~3,000
Employees Worldwide

>300
Increase in Organic
Headcount

Our EPIC People

Our EPIC Culture

Bio-Techne is Where Science Intersects Innovation™, and we create EPIC tools for EPIC science. Our people embody and enrich our culture of Empowerment, Passion, Innovation and Collaboration.

“ Bio-Techne promotes entrepreneurial, curious science, and the Company’s expansive growth has multiplied the possibilities for innovation. From spatial biology to cell therapy, proteomics to best-in-class proteins, and genome editing tools to automated protein analysis, Bio-Techne has enabled scientific pioneering with better, faster, novel tools. Bio-Techne truly is Where Science Intersects Innovation™. ”

- **Julia Hatler**
Senior Director
Immunoassay Business

“ Science and people are our Passion. Bio-Techne and our employees create tools for researchers and businesses of all sizes to help them achieve consistent and successful results in their products and studies. Every employee has seen a loved one who has had a degenerative disease or has experienced cancer or another type of disorder. This is why our employees give it everything and why they know that their work is important. Passion leads to scientific discovery and therapeutic breakthroughs. Passion drives courageous growth and a will to challenge comfortable convention. ”

- **Ren Saunders**
Senior HR Manager
Reagent Solutions Division

“ We cultivate employee Empowerment in everything we do. Employees are recognized and rewarded for taking ownership and pride in their work. Empowered employees are willing to go the extra mile for the Company, their teams, and our customers. Taking ownership of their work, generating ideas, collaborating globally, and knowing when and how to take prudent risks that move the business to the next level are why Empowerment is so important to our culture. We empower employees to brand themselves by growing professionally and personally. Giving everyone control over their own career is an investment in people, and it speaks loudly to our EPIC value of Empowerment. ”

- **Tina Boyer**
Senior HR Manager
Diagnostic Reagent Division

“ Our culture supports and encourages a collaborative approach to working with each other and with our customers. Bio-Techne employees bring their best effort, work collaboratively as a team, have the respectful direct conversations to address tough situations, and develop trust and belief in each other and in the importance of what we are doing together. We activate as a team, stay focused and solve the problem at hand to accomplish more than we think possible. Together, we strive to create something special, and employees take on the responsibility of being the stewards of the business and appropriately valuing their role in delighting our customers. ”

- **Steve Crouse**
Senior Vice President
Analytical Sciences Division

Integrate & Amplify

Growth through Acquisitions

With nineteen acquisitions in the past nine 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.

With recent acquisitions Asuragen and Namocell joining past successes such as ProteinSimple and Advanced Cell Diagnostics, these companies have a shared experience of retaining their unique identities and incorporating their respective distinctive cultures and passion into the Bio-Techne

enterprise. Bio-Techne invests, incentivizes, and rewards its new people, improves their systems and leverages Bio-Techne’s effective processes and infrastructure to accelerate growth. In short, Bio-Techne looks for what makes a company special and helps focus and amplify those qualities.

“I’ve experienced Bio-Techne’s integration strategy from both sides, joining first as part of the ProteinSimple acquisition, and today as the leader of our strategic corporate development initiatives. While our process and tactics improve with each deal, our integration strategy preserves culture and identity, unlocks potential, and catalyzes sustainable growth.”

- Bob Gavin
Vice President of
Corporate Development

Developing Our People

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 that every employee is valued and challenged. In fiscal 2022, Bio-Techne’s commitment to internal development plus the tenacity of its talent resulted in more than 550 internal promotions, along with more than 50 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, efficient writing and management skills. And we empower employees to steer their own careers through a generous tuition reimbursement program and support for continuing education.



Development Programs

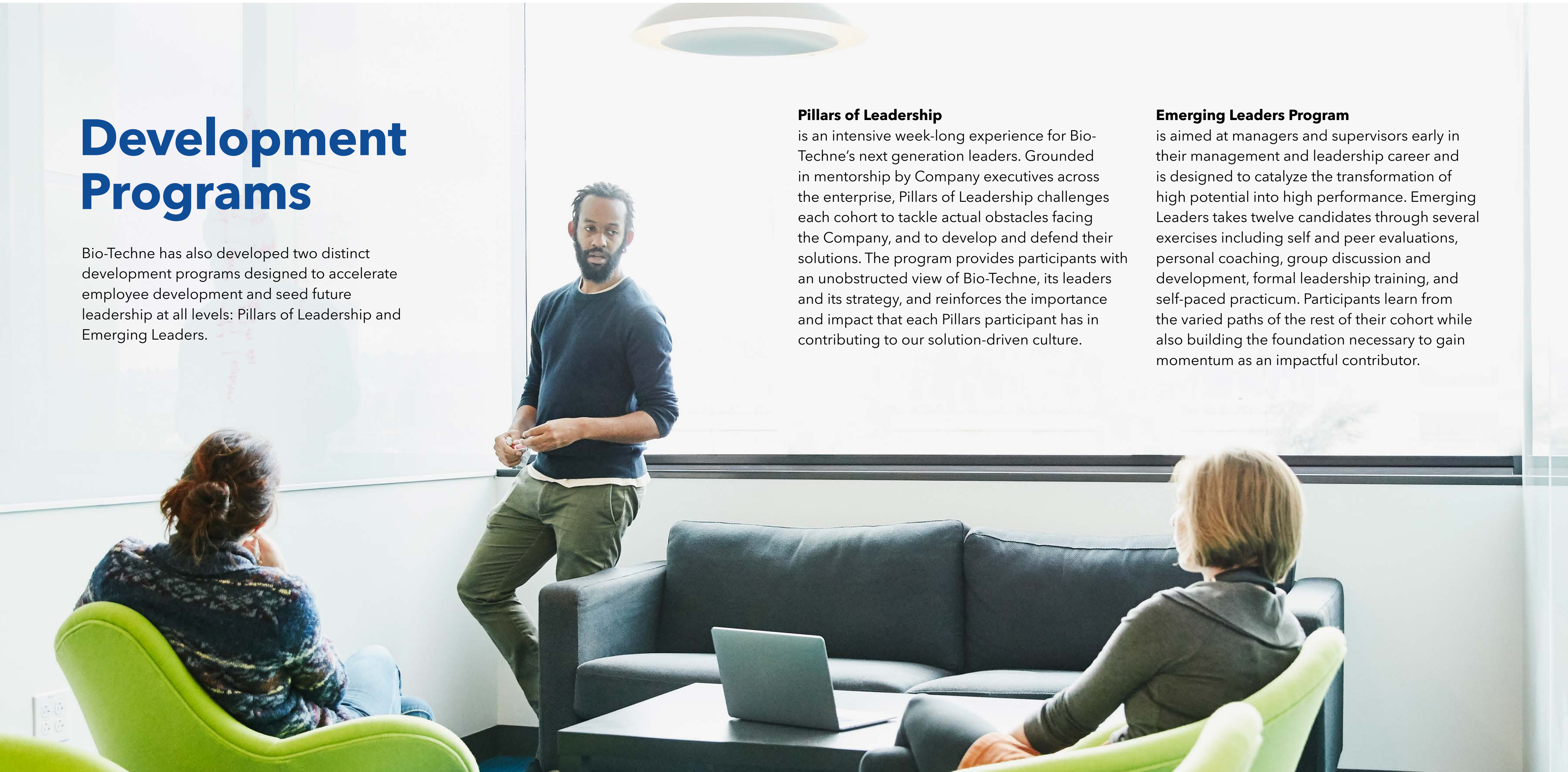
Bio-Techne has also developed two distinct development programs designed to accelerate employee development and seed future leadership at all levels: Pillars of Leadership and Emerging Leaders.

Pillars of Leadership

is an intensive week-long experience for Bio-Techne's next generation leaders. Grounded in mentorship by Company executives across the enterprise, Pillars of Leadership challenges each cohort to tackle actual 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.

Emerging Leaders Program

is aimed at managers and supervisors early in their management and leadership career and is designed to catalyze the transformation of high potential into high performance. Emerging Leaders takes twelve 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.



Leading by Listening—Employee Engagement

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

Employees are encouraged to engage through ERGs, their managers, Human Resources and, most formally, through annual engagement surveys. We promote candor by enabling our employees to offer anonymous quantitative and qualitative feedback to corporate leadership. Company leadership, in turn, listens...and accepts the challenge to improve systems, build better process, or expand needed expertise of its people.

In its most recent survey in the Fall of 2021, 73% of our global workforce participated in the

annual engagement survey. Of those responses, 87% of the feedback was positive. While the feedback offered much to celebrate, Bio-Techne’s leadership received the gift of feedback as a call to action.

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

Following the 2021 engagement survey results, the Company turned its employees’ feedback to action, taking steps to address common questions and concerns, including the following:

- Expanded eligibility for stock options
- Flexible and hybrid working
- Market evaluation of compensation levels
- Investment in improved systems and tools to improve employees’ ability to work efficiently and productively
- Improved communication through regular round table discussions with senior leaders
- Implementation of a spot bonus policy to recognize EPIC behaviors and achievements
- Expanded resources for well-being and mental health

Favorable results 2021				
Category	Question	Yes	No	Quote
Passion	I understand how my specific role impacts the company as a whole.	97%	3%	"Everyone in my department has gone to great length to explain the importance of what we do."
Passion	Overall, I enjoy the work that I do.	93%	7%	"I like the variety, I like the environment, I like moving around. I like being an influential, valued team member."
Empowerment	I am encouraged to make decisions on how I get my job done.	93%	7%	"The management in my department encourages independence while also being available for consultation whenever I have any questions."
Leadership	My direct manager supports a culture of learning and development across our business.	92%	8%	"My manager actively seeks opportunities for us to be challenged and develop, brings in experts and connections from other areas, and pushes us to continue to grow and learn."

Unfavorable results 2021				
Category	Question	Yes	No	Quote
Leadership	I have the tools and time needed to develop my team.	69%	31%	"I have the tools, HR and my manager's support, feel empowered to make positive changed/decisions but not enough time to spend with my team as business responsibilities take priority. The workload is very demanding."
Leadership	I have the tools and time needed to complete my job responsibilities.	73%	27%	"Time is an issue. Because we work for a company that is growing fast, there seems to be a lack of focus and concentration time to build out the infrastructure needed to succeed."
Empowerment	I see opportunities for me to develop and grow at Bio-Techne.	75%	25%	"I don't know anything about what pathways are available to me and I don't feel as though I can ask without seeming dissatisfied with my role."
Passion	My efforts are appreciated and are recognized.	83%	17%	"A lot of my efforts feel like they go unnoticed on a larger scale. While my manager makes sure that things are appreciated and recognized I don't feel that same level of recognition from the company."



Benefits at Bio-Techne—Physical, Mental & Financial Well-Being

Bio-Techne offers an excellent package of benefits for its employees to ensure that 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 many 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 and a scholarship plan, and on-site wellness centers, among others.

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.

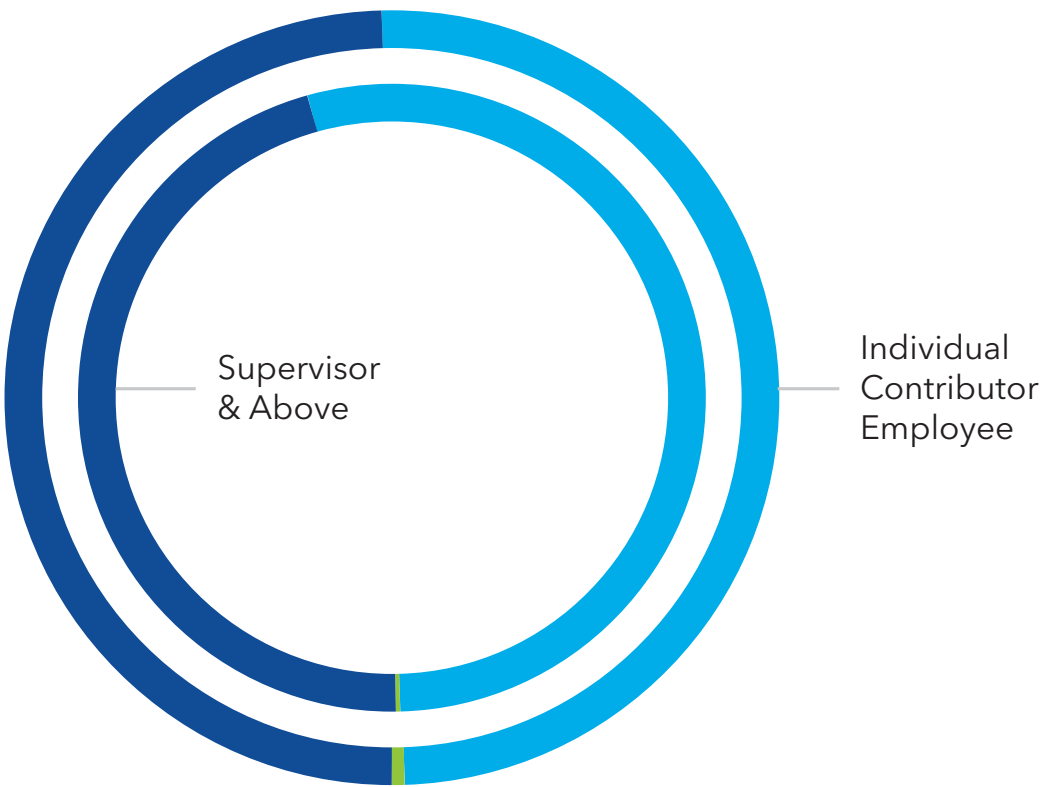
Bio-Techne’s commitment to fostering a culture of belonging is embodied in details small and large. We actively encourage employees to personalize their workspaces, invest in STEM education to grow a diverse talent pipeline, sponsor ERGs, and prioritize diverse talent pools through strategic recruitment and referrals. Our effort to advance diversity and belonging acknowledges that tactics in one region may

be ineffective elsewhere, and that the imprint of regional cultures often requires more personalized solutions. Bio-Techne empowers its leadership, guided by regional human resources, 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 most recent EEO-1 for its U.S. workforce may 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.

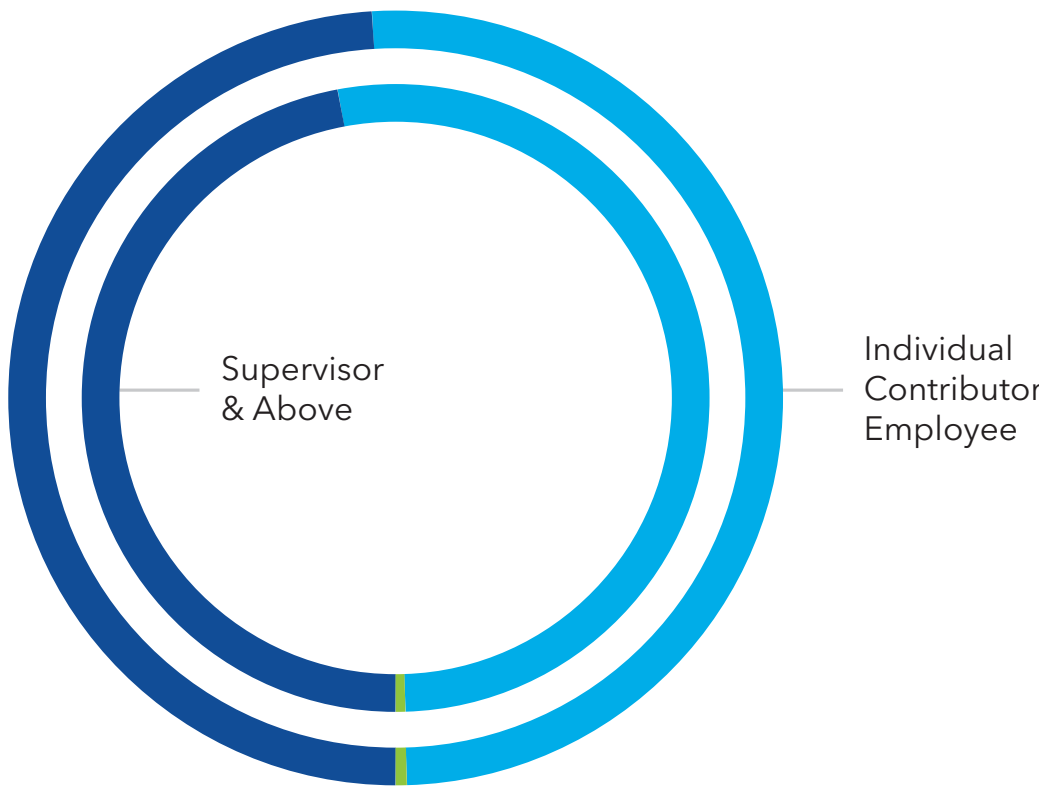
Global Employees by Gender*

	Female	Male	Non-Binary
Supervisor & Above	46%	54%	0.2%
Individual Contributor Employee	49%	50%	0.3%



US Employees by Gender*

	Female	Male	Non-Binary
Supervisor & Above	47%	53%	0.2%
Individual Contributor Employee	48%	51%	0.2%

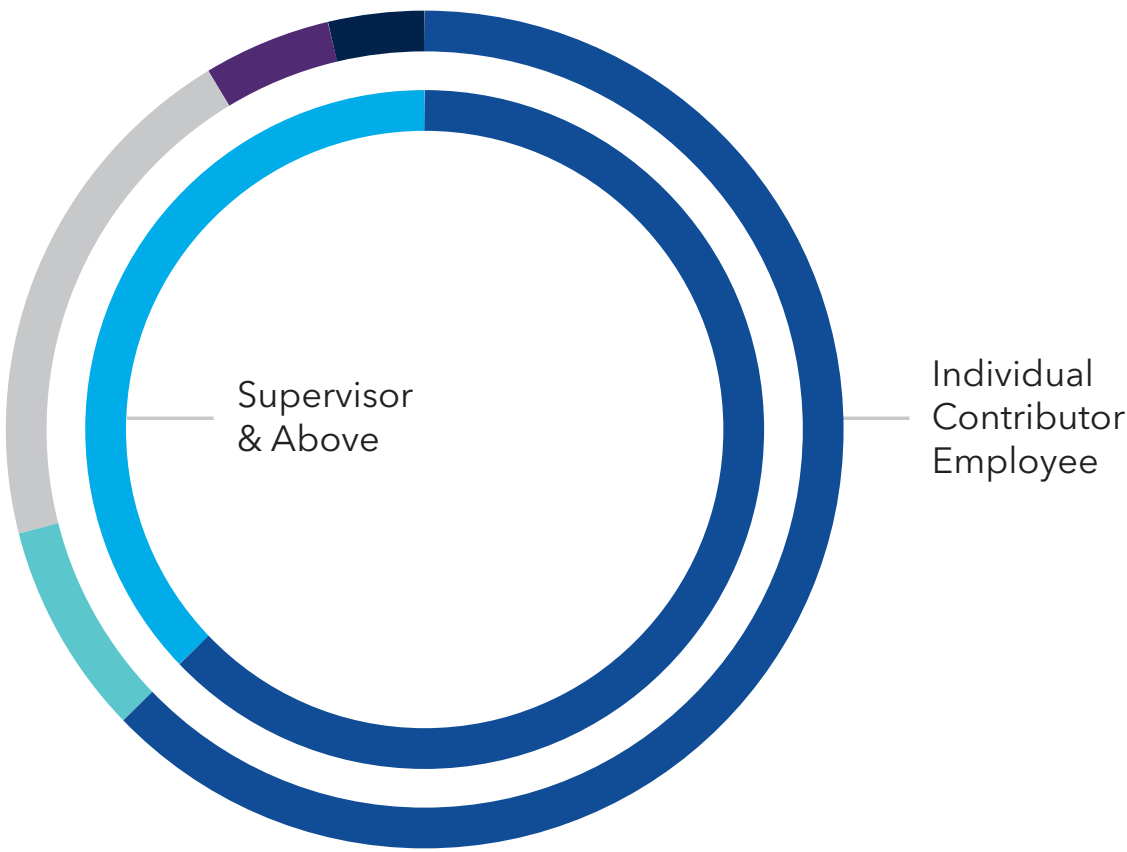


*Excluding Temporary & Seasonal Employees

US Employees by Ethnicity*

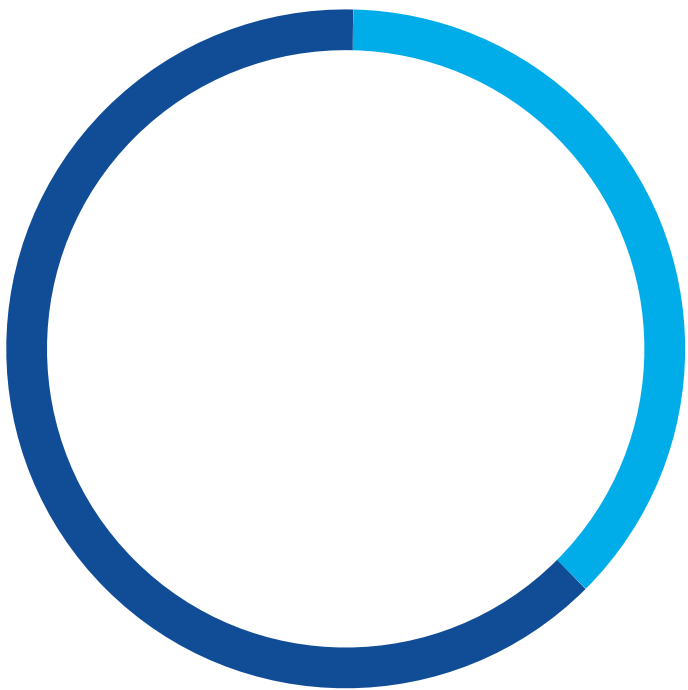
White	63%
Non-White	37%
Hispanic or Latino	8%
Asian	20%
Black or African American	5%
American Indian, Pacific Islander, Native Hawaiian Two or More Races	4%

*Excluding Temporary & Seasonal Employees



Global Management by Ethnicity*

White	64%
Non-White	36%



Headcount by Age Group

19 & Under	0.1%
20-29 Years	23.6%
30-39 Years	28.8%
40-49 Years	22.2%
50-59 Years	17.5%
60+ Years	7.4%
70+ Years	0.4%





Employee Resource Groups

One of the centerpieces of our human capital strategy resides in our Employee Resource Groups, or ERGs. Our ERGs 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 many activities throughout the year that promote inclusivity, connectedness, education and development opportunities. The ERGs fundraise for various causes and have raised thousands of dollars for organizations supporting everything from ZERO to end prostate cancer to STEM education for Black students as well as the United Negro College Fund.

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 team sponsors, will continue to build a culture that creates a sense of belonging.

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 minority job fairs, as well as utilizing online recruitment resources. Additionally, we leverage our trusted employees to support our recruitment efforts. We offer generous referral bonuses where a referral leads to a new hire. In fiscal 2022, we paid nearly \$700,000 to our colleagues for successful referrals.

Our investment in recruiting and retention contributed to our recognition in the Forbes lists as one of America's Best Midsize Employers and one of the Best Employers for Diversity.

In a year of considerable turnover in nearly all industries, including our life sciences industry, our recruitment strategy resulted in a net increase of over 300 employees or 12% growth in our employee base for the fiscal year. We have adapted to unprecedented employee mobility by recruiting and retaining the talent necessary for the Company to maintain our strong growth trajectory.

A Commitment to Well-being & Safety

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

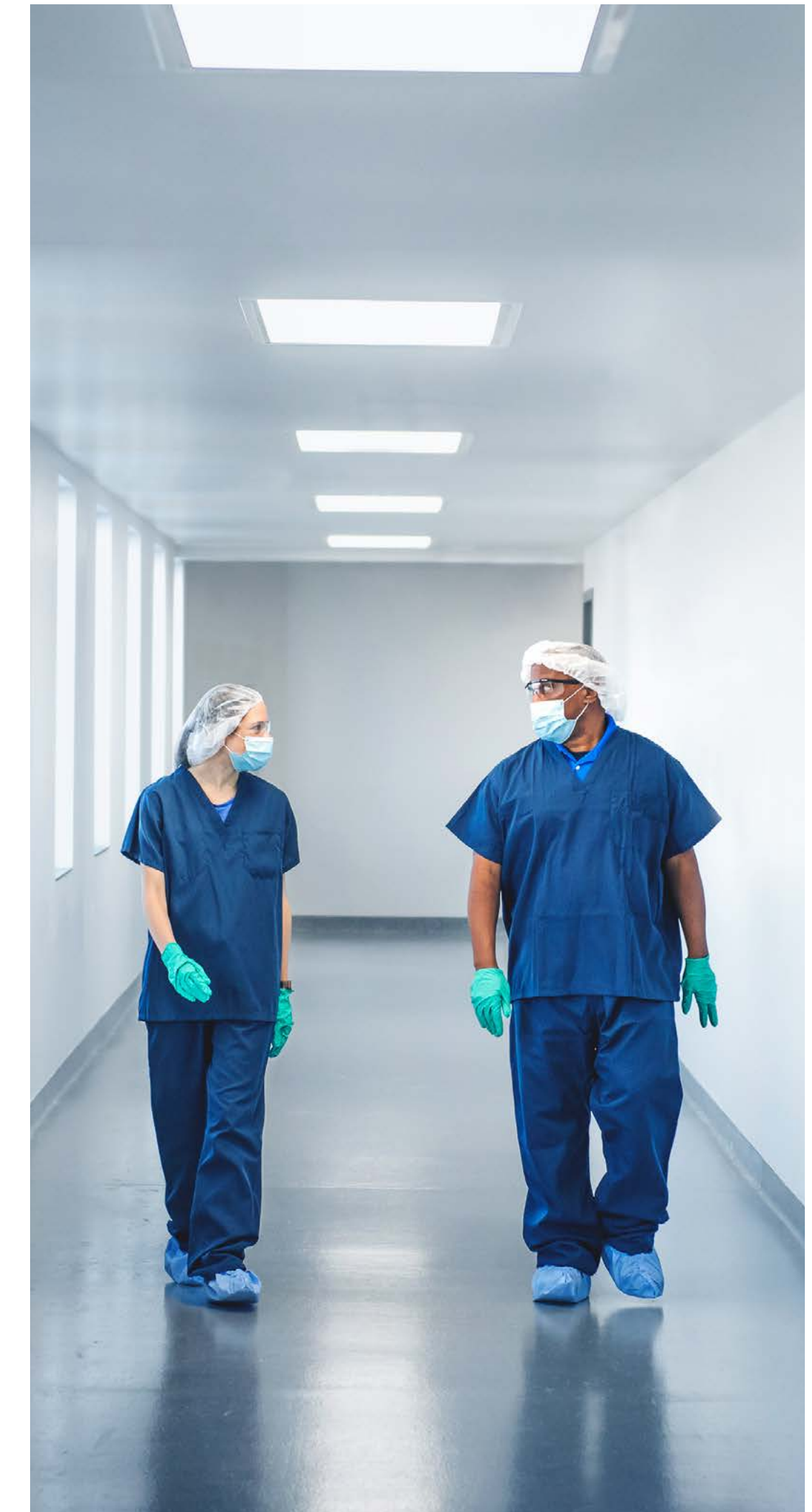
In fiscal 2022, we implemented new engagement activities designed to recognize contributors to environmental health and safety improvements and innovation. From these efforts, Bio-Techne improved the safety of its workplaces while promoting positive morale. During fiscal 2022, Bio-Techne had zero fatalities and zero high consequence or ill health events resulting in four or more days of absence.

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.

Keeping our Employees Safe in a Pandemic

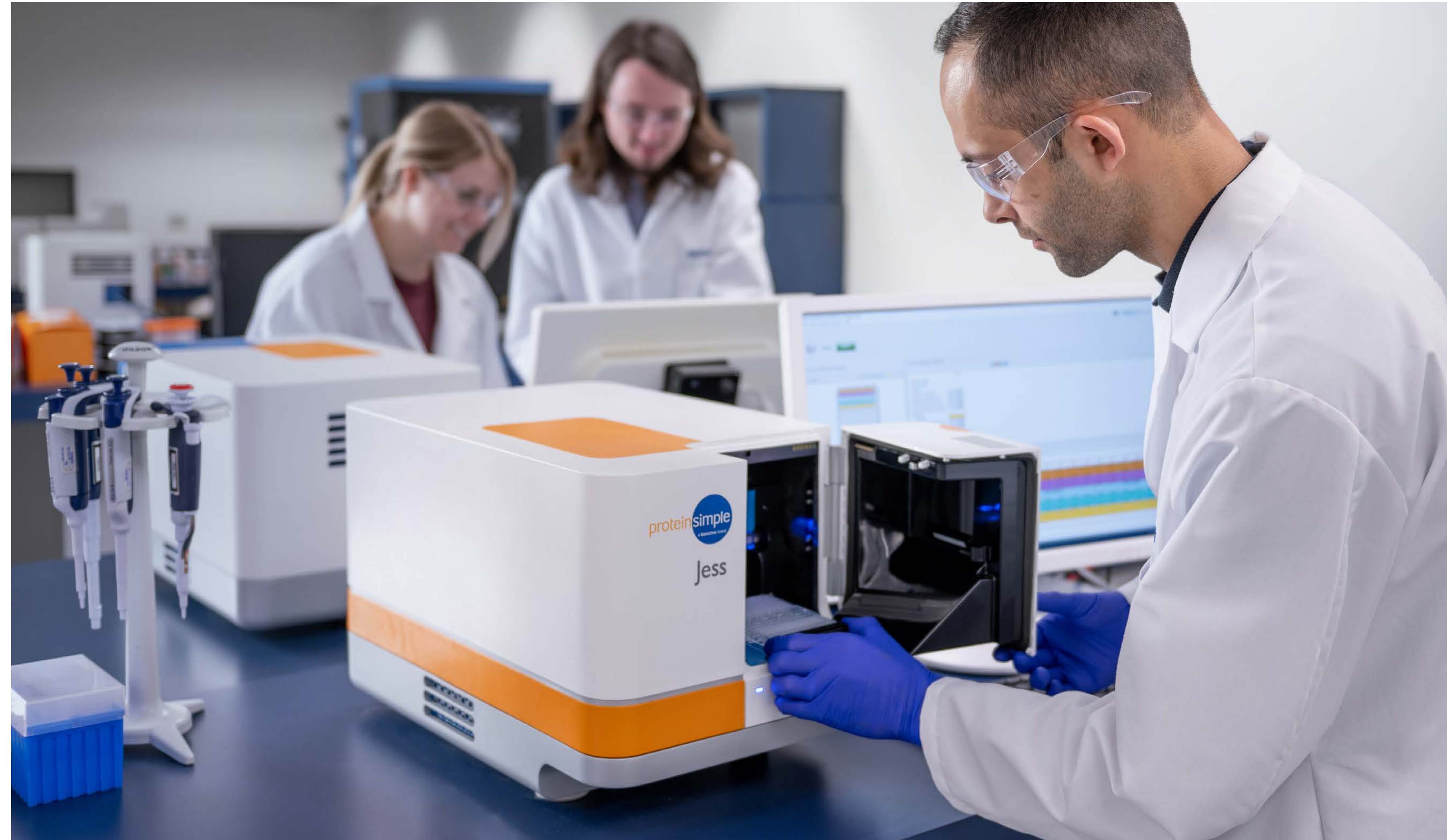
Throughout all of the COVID-19 related uncertainties, our employees have remained resilient, agile and innovative in managing our collective safety while continuing to manufacture critical products for healthcare and healthcare research. At the onset of the pandemic, when uncertainty was greatest, our CEO made it clear that the Company placed the health of its employees first, that the Company was built to withstand adversity, and that there would be no layoffs while we battled COVID-19 together. In addition, the Company assured all employees that paid time off would be available to cover COVID-19 related absences and illnesses. For those employees whose jobs required them to work at our facilities, we established robust safety protocols to minimize transmission and limit illnesses.



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.



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. As part of this mission, we donate both financially and with the energy and exuberance of our organization, sponsoring volunteer events and charitable opportunities (see below). 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.

Some of the sponsorships and events organized 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.
- Ukraine Donation (all U.S. sites). Fundraiser to help provide for Ukrainians displaced or otherwise impacted by Russia’s war in Ukraine.

- Letters to our Troops (all U.S. Sites). Led by ERG Veterans Group.
- United Negro College Fund (all U.S. sites). Led by ERG B-Epic.
- ZERO Prostate Cancer 5k walk/run (all U.S. sites). Led by ERG Peers with Years.
- Science Museum, “Science Is All of Us” (Minneapolis). Promoting diversity and STEM careers.
- Earth Day Pick Up (Minneapolis).
- Miles in my Shoes (Minneapolis). Support for organization that promotes community and health for the houseless community through running and exercise.
- Winter Clothing Drive (Minneapolis). Collection of new and gently used coats, jackets, and winter clothing for local shelters and clothing banks.
- Safe Hands Rescue (Minneapolis). Provide space and support for re-homing of rescue animals as well as mental health support for employees.
- Open Your Hearts (St. Paul). Donations of personal care packs for local homeless shelter.
- East Side Elders (St. Paul). Pack and deliver groceries to local senior citizens.
- Broadening Horizons, Mentorship Programme (EMEA). Serve as career mentors to students in academia.
- Street Life (Bristol). Organize Easter Egg collection for homeless community.
- Bristol Children’s Charity (Bristol).
- Aid Box Community (Bristol). Organize and sponsor collection for displaced people to enjoy recreational activities including bowling, photography, and basketball.
- Save the Children (Bristol). Collection and donation of new jumpers for children in need.
- Macmillan and Breast Cancer Charities (Abingdon). Sponsor and organize a charity raffle.
- Foster Angels of Central Texas (Austin). Fundraiser and gift giving for foster children during the holidays.
- Community First Village (Austin). Fundraiser for formerly houseless community for the holidays.
- Scare for a Cure (Austin). Help build a haunted house to benefit cancer research.
- Produce Good (San Marcos). Help harvest excess bounty and produce to donate to the community.
- Loaves & Fishes Food Pantry (Devens). Collected food donations and personal care items.

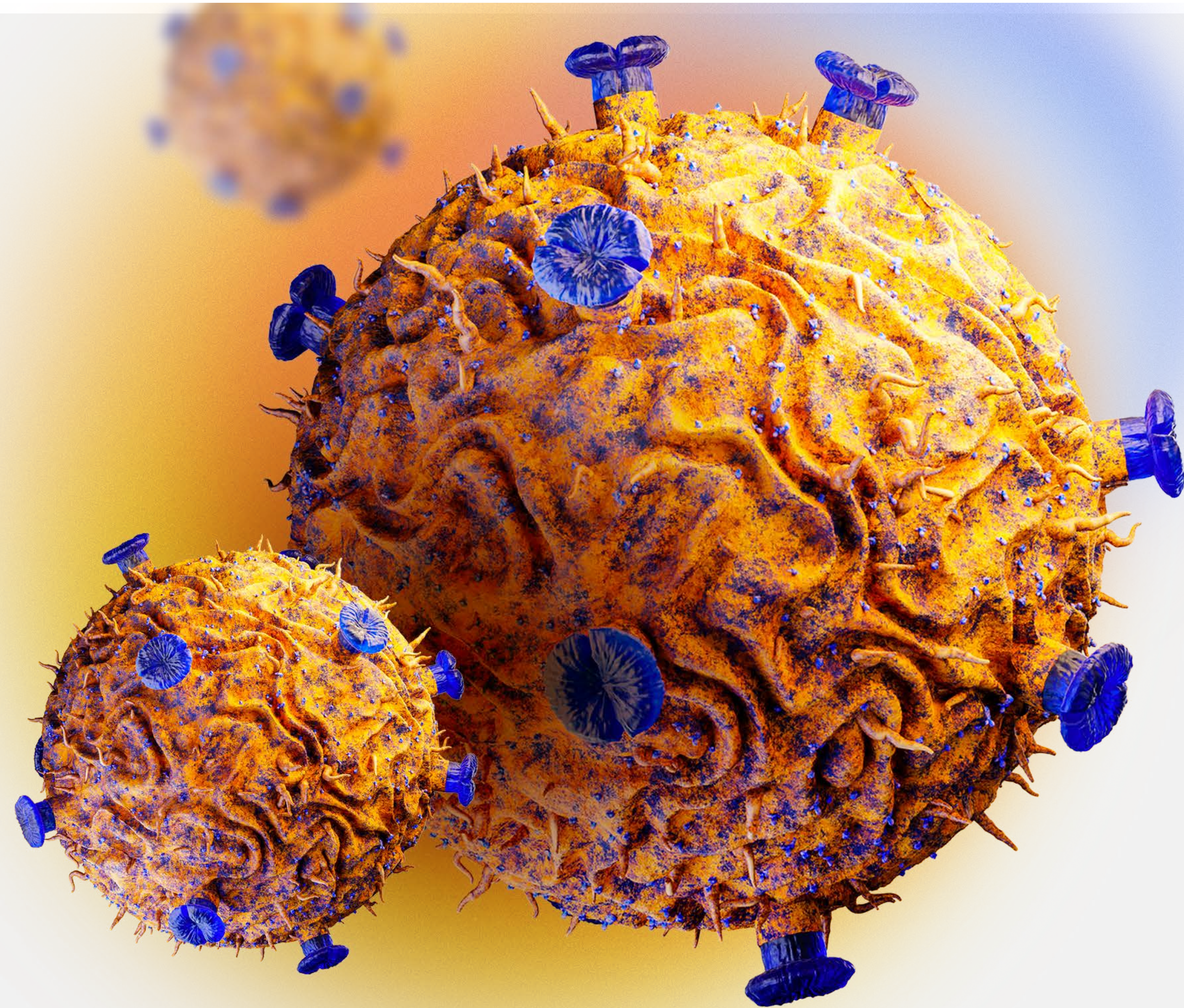




Advancing Science

Bio-Techne's portfolio of life science reagents, analytical tools and diagnostic technologies

enable scientific investigations into biological processes, revealing the nature, diagnosis, etiology, and progression of specific diseases. Bio-Techne prides itself on being “Where Science Intersects Innovation.” An important part of this innovation is delivering the highest quality, most consistent products to our customers with an eye towards sustainability.



Delivering the Tools Necessary To Advance Science

Over the last 46 years, Bio-Techne has amassed a portfolio of over 500,000 products to enable biopharmaceutical and academic researchers to develop insights into the biomechanics of specific diseases and, ultimately, the development of products to treat or prevent these conditions. 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.

In addition to our commitment to continuously innovate with a focus on delivering the products necessary to advance science, we also recognize the impacts our products have on society and the global and local economies in which we operate, as well as the environment.



Impact on Society

Bio-Techne impacts the health and quality of life of people globally by developing the innovative research reagents, analytical tools and spatial biology solutions used by biopharmaceutical and academic researchers 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. Separately, our ExoDx Prostate test gives men with indeterminate prostate specific antigen (PSA) scores additional information to inform their decision on whether to proceed with a prostate biopsy.

Economic Impact

We positively impact the economy as we expand capacity and add to our employee base to meet the growing demand for our products from our 34 sites worldwide. Over the last decade, our

accelerating organic growth combined with an active acquisition strategy has led to rapid expansion of our employee base. In 2013, we had approximately 790 employees in 8 global locations. Today this has grown to approximately 3,000 employees in 34 global locations, including 12% growth in our worldwide employee base during fiscal 2022.

Environmental Impact

We are implementing initiatives not just to develop cutting edge tools for the scientific community but also to fortify these efforts with strategies to reduce Bio-Techne’s impact on the environment. For example, we continue to improve our processes for protein production at our Minneapolis headquarters, establishing a new protein design and development process to improve the cloning, expression selection, development and purification processes. These efforts have translated into higher protein yields. These higher yields, in turn, have lowered the associated energy consumption as less production is now required to produce the same mass yield of proteins.



“ Our ExoDx Prostate test provides important information to both patients and clinicians, enabling men to make more informed decisions on prostate biopsies. Prostate biopsies are potentially dangerous procedures, with side effects including bleeding, infection, difficulty urinating, and sepsis. We are proud of the role we play in enabling society to live healthier lives. ”

- Kim Kelderman
President,
Diagnostics & Genomics Segment

GMP Protein Facility

In September of 2020 Bio-Techne opened a state-of-the-art GMP (Good Manufacturing Practice) protein manufacturing facility.

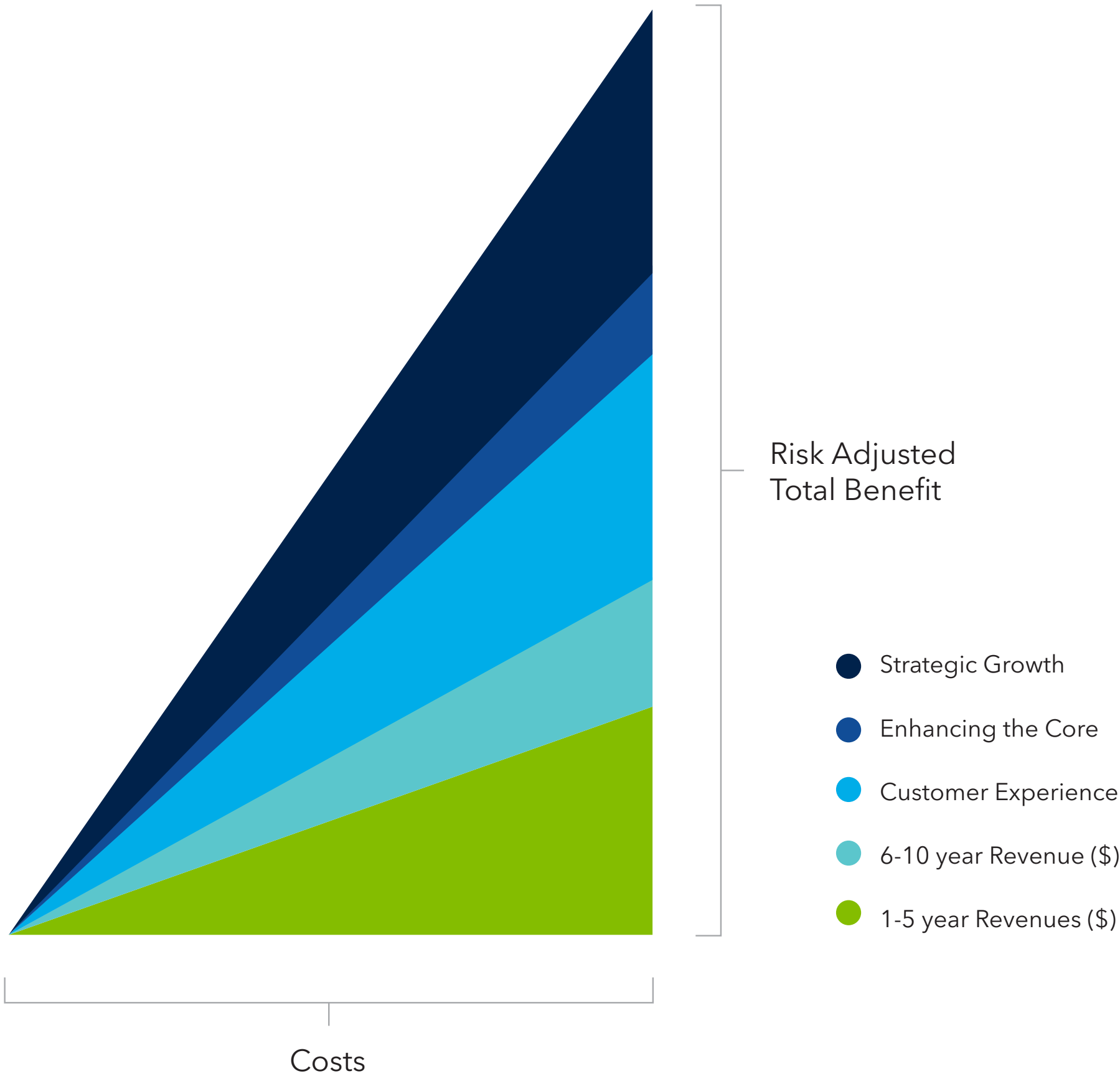
GMP-grade proteins are essential components of cell culture media for regenerative medicine, immuno-oncology and gene-modified cell therapy workflows. At the new facility, Bio-Techne has been able to improve the fermentation and purification processes. Depending on the protein manufactured, these processes have led to a 300-900% increase in yield compared to legacy processes. These increased yields enable the facility to produce higher volume of product with less manufacturing runs, translating into water and energy savings.

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.



Prioritization Process Drives Smart Innovation

On an annual basis, Bio-Techne prioritizes its funnel of potential product and technology development opportunities across the Company with a focus on funding projects that are additive to the Company’s strategic growth, enhance our core business and meet the needs of our scientific and/or diagnostic customers. Each potential project is evaluated on these criteria, then ordered by its benefit/cost, with the goal of funding and developing the most innovative, impactful, and potentially disruptive products and technologies. This prioritization process provides clear direction for investment decisions across the whole business and enables Bio-Techne to fund the projects and products with the highest potential impact to our stakeholders.



Compare options based on:

- What are the resources required to deliver the project?
- What is the benefit of the project, assuming success?
- What is the delivery confidence?

Our Internal Research Programs and Acquisitions Expand our Product Offering



Bio-Techne relies on its internal research and development efforts as well as an active acquisition strategy to build its portfolio of innovative products, solutions and technologies. Our investment in R&D activities over the years has created a market-leading portfolio of research reagents, including over 2,500 immunoassay kits, over 6,000 proteins and over 400,000 antibody variations. During fiscal 2022, Bio-Techne spent approximately \$87 million (8% of revenue) on its R&D initiatives to support a robust pipeline of new products. Consequently, we launched over 1,000 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 the commercial availability of GMP-grade proteins manufactured in our state-of-the-art facility dedicated to GMP-grade reagent manufacturing. This 61,000 square foot facility is dedicated to supporting large scale production of GMP-grade proteins, including animal-free cytokines and growth factors. GMP-grade proteins are essential components 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.

In fiscal 2022, we bolstered our internal innovations with the acquisition of Namocell (see page 37), a leading provider of fast and easy to use single cell sorting and dispensing instruments and consumables that are gentle to cells and preserve cell viability and integrity. Additionally, we announced an agreement to

make a 20% ownership investment in Wilson Wolf (see page 37), followed by a full acquisition of the company upon its achievement of certain financial milestones. Wilson Wolf (along with Fresenius Kabi) is already a partner of Bio-Techne in the ScaleReady joint venture. Namocell, and eventually Wilson Wolf, strengthen Bio-Techne’s cell and gene therapy workflow offering, positioning the Company to be a dominant player in workflows to enable this emerging class of therapeutics.

>6,000

Research Use
Only (RUO) Proteins

>400,000

RUO Antibody
Variations

>40,000

ACD Probes

>2,500

Immunoassay Kits



Namocell develops, manufactures and commercializes instruments and consumables enabling single cell sorting and dispensing. Single cell selection and sorting is a critical technology in various biotherapeutic and diagnostic workflows, including cell and gene therapy development and commercialization, cell engineering, cell line development, single cell genomics, antibody discovery, synthetic biology and rare cell isolation.



Wilson Wolf is a leader in the development, manufacture and commercialization of cell culture technologies, including its Gas Permeable Rapid Expansion (G-Rex) product line of bioreactors. Wilson Wolf's G-Rex cell culture devices are a critical component of the cell therapy workflow, serving as a vessel to create high quality cells that can reconstitute the immune system's capacity to fight disease. G-Rex provides an easy, fast and cost-effective method for scaling cell therapies in the least amount of space.





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 Safety & Quality

Over the last 46 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. 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 nine 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 is a key piece of the integration process.

Manufacturing Sites	Certifications
Minneapolis, MN	ISO 13485, ISO 9001, ISO 14001, MDSAP, US FDA, Canada MDEL, USDA, Korea GMP
St Paul, MN	ISO 13485, ISO 9001
Woburn, MA	ISO 13485
Flowery Branch, GA	ISO 9001
Rennes, France	ISO 13485
Bristol, UK	ISO 9001
San Jose, CA	ISO 9001
Wallingford, CT	ISO 9001
Ottawa, Canada	ISO 9001
Toronto, Canada	ISO 9001
San Marcos, CA	ISO 13485, MDSAP
Newark, CA	ISO 13485, US FDA Facility Registration, CA State Medical Device Manufacturing License
Austin, TX	ISO 13485, MDSAP, Korea GMP, Canada MDEL, US FDA Registered Facility, Texas Device Mfg License, CLIA and CAP accreditation
Waltham, MA	ISO 13485, CLIA, CAP, DOH (MASS, RI, NYS, MD, PENN, CA)
Devens, MA	ISO 13485, EN ISO 13485, MDSAP, FDA (US), Health Canada, Euamed Actor Registration, DEA (Federal & Mass.)
Europe	ISO 14001, ISO 9001
Shanghai (PrimeGene), China	ISO 9001
Emeryville, CA	ISO 9001

I’m inspired by Bio-Techne’s commitment to producing the highest quality products possible. This commitment to quality permeates through all levels of the organization and plays a critical role in how we approach product development, manufacturing, shipping and customer service.

- Qi Cheng
Vice President,
Quality Assurance & Regulatory Affairs

Supply Chain & Responsible Sourcing

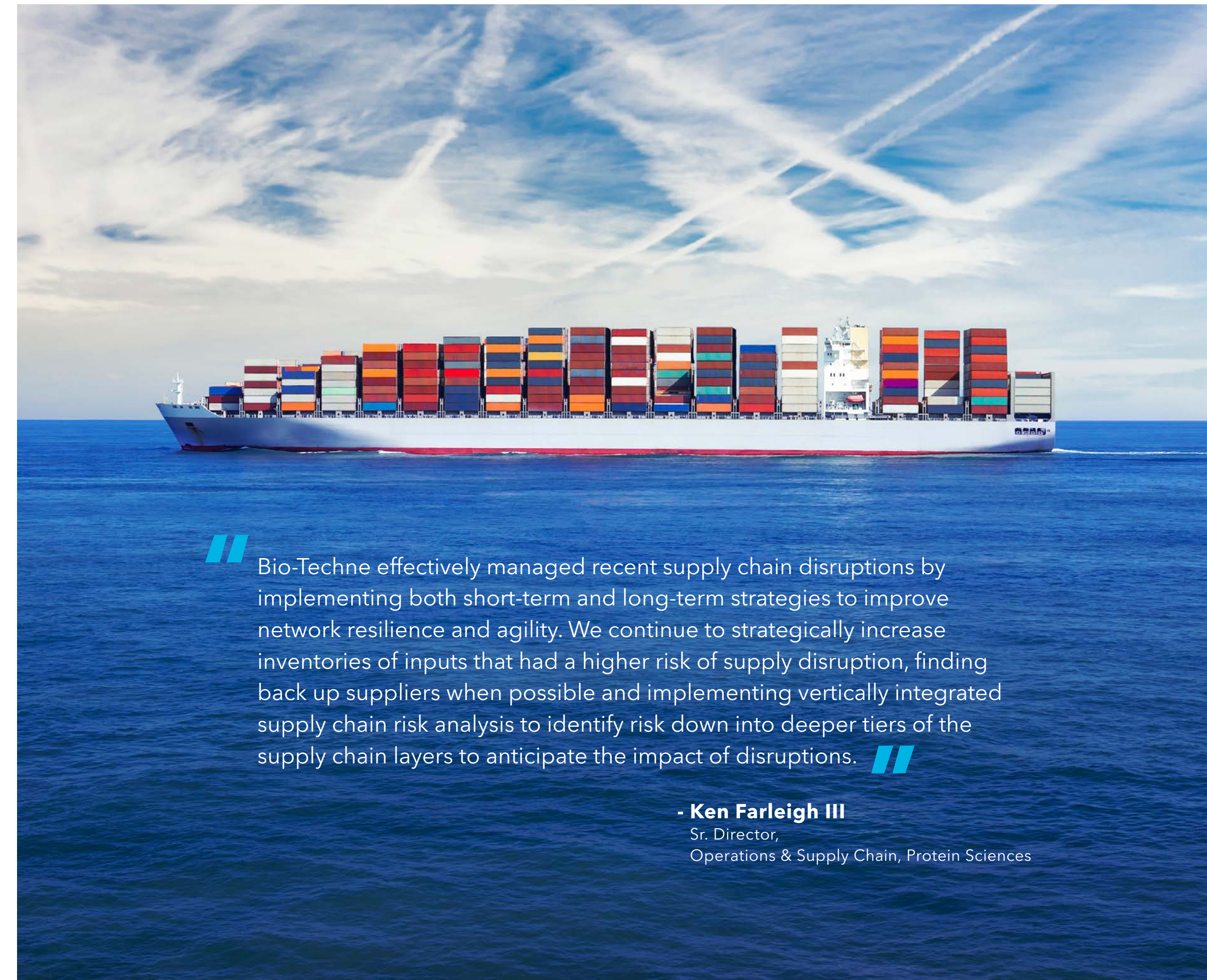
Effective management of our supply chain is critical to our operations and we are committed to the responsible sourcing of materials used in our products. Bio-Techne expects our suppliers to operate with a high level of integrity and to conduct their business in an ethical manner. These expectations 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, we have been making a concerted effort to identify single-sourced materials and to find additional sources for these materials. These efforts were particularly important during the COVID-19 pandemic when disruptions to the global supply chain happened with greater frequency.

Bio-Techne successfully controlled and quickly recovered from COVID-19 related global supply

chain disruptions by implementing several synergistic strategies that addressed and aligned critical elements of the supply chain sourcing and materials management process to identify and address supply disruptions with our strategic supplies. The agility of our supply chain team as well as our end-to-end data driven approach enabled us to focus on the critical few areas of supply flow disruptions. This enabled Bio-Techne to take advantage of a more dynamic and flexible approach to secure and restock supply as it was released during the ongoing pandemic recovery.

Long term, Bio-Techne's supply chain initiatives include efforts to refine and improve its resilience strategy with a focus on enhancing its ability to avoid potential supply chain issues with rapid and early detection of disruptions. We accomplish this through supply and stocking redundancy, collaboration with strategic suppliers, effective demand planning processes, and an internal holistic and harmonized approach to identifying and address potential supply chain vulnerabilities.



“ Bio-Techne effectively managed recent supply chain disruptions by implementing both short-term and long-term strategies to improve network resilience and agility. We continue to strategically increase inventories of inputs that had a higher risk of supply disruption, finding back up suppliers when possible and implementing vertically integrated supply chain risk analysis to identify risk down into deeper tiers of the supply chain layers to anticipate the impact of disruptions. ”

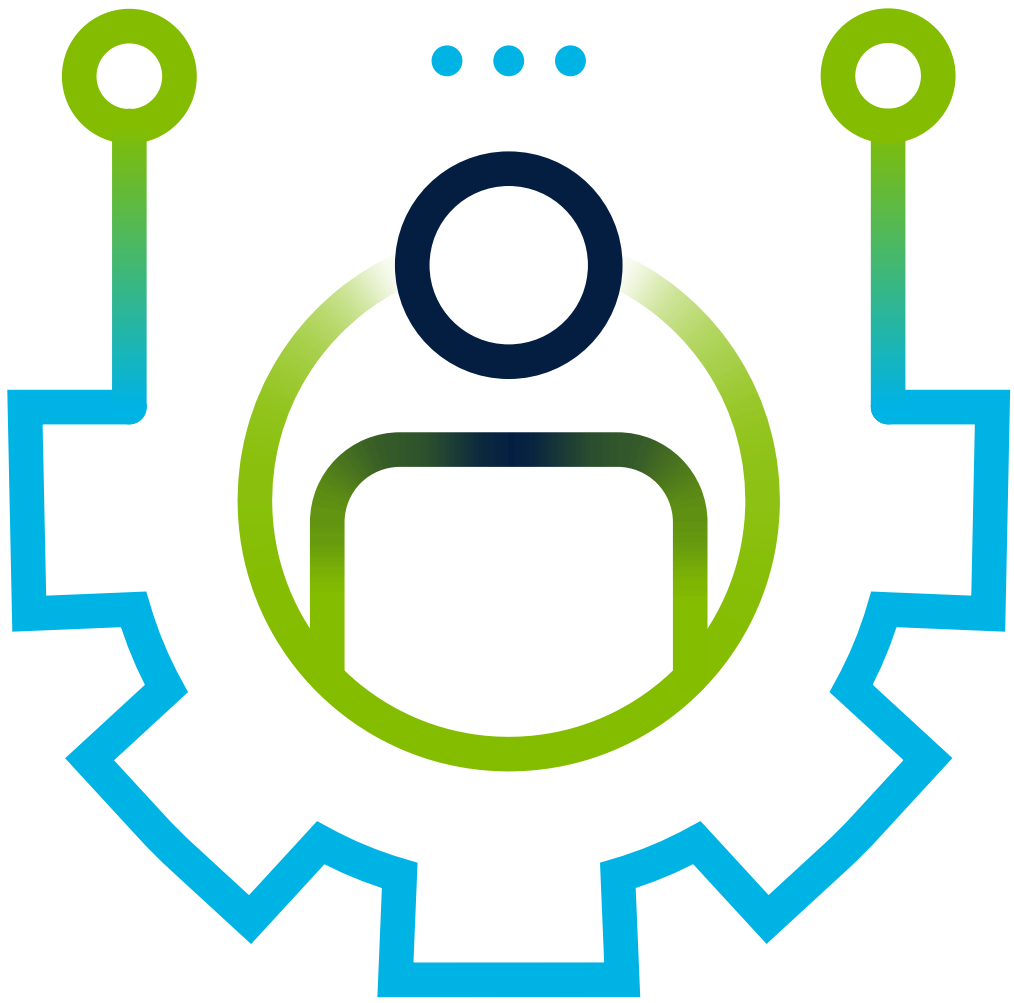
- Ken Farleigh III
Sr. Director,
Operations & Supply Chain, Protein Sciences



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 and forecasted demand for our products, we have expanded, or plan to expand manufacturing capacity at several of our global sites. For example, in 2020, we opened a new state-of-the-art 61,000 square foot facility for the manufacturing of GMP-grade proteins, including animal-free cytokines and growth factors.

Additionally, we are in the process of opening a new facility with expanded capacity for the manufacture of consumables for our automated multiplexing immunoassay instrument, Ella™. This expanded facility more than doubles the square footage devoted to manufacturing consumables for this rapidly growing product line and positions us to effectively meet anticipated future demand for this platform.



Governance & Operational Integrity

Bio-Techne Has Built an Exceptional Reputation

over the years through the collective hard work and unwavering commitment to integrity of all its employees. We believe the quality of our people and our science, together with our commitment to integrity and governance, are keys to our long-term success. As Bio-Techne expands its capabilities, product portfolio, service offerings and geographic footprint, we continue to hold firm to our commitment to business ethics and compliance, financial and scientific integrity, data security and privacy, and risk management. Read more in our [Code of Ethics and Business Conduct](#).



Strong Corporate Governance

The role of our Board

Our Board governs Bio-Techne, with the responsibility of establishing the strategic direction of the Company and overseeing, 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 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 diverse background of perspectives and experience to our Board, which benefits stakeholders by promoting effective oversight of our strategy and operations. As an acquisitive science-based company, a mix of science/technology and business expertise among our Board members is necessary to create long-term value for our stakeholders. Our directors reflect this balance, as well as a diverse

mix of other skills and experience needed to help drive our strategies, including expertise in operations, international business and risk management, among others. We are also committed to enhancing our Board’s diversity – including gender, racial, ethnic, and other under-represented groups. 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.

“ Bio-Techne’s Board brings a wealth of diverse backgrounds and viewpoints to our strong corporate governance and to our continued success. As we provide oversight and guidance to Bio-Techne’s management team, we are committed to business strategies that support the Company’s long-term success, and we believe the Company’s ESG initiatives are an integral component of that long-term focus. This year, we are pleased to publish an updated Corporate Sustainability Report which highlights a number of steps we have taken to demonstrate the alignment of our long-term strategic focus with the sustainability priorities of our stakeholders. ”

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

The Bio-Techne Board has nine members, eight of whom are independent as defined by the NASDAQ exchange’s corporate governance listing standards. In addition, all four of our standing committees are composed entirely of independent directors. Our Board is currently led by Mr. Robert Baumgartner, our Independent Chairman. Mr. Baumgartner possesses significant business and board experience, and deep knowledge of Bio-Techne’s strategy and business objectives. He emphasizes the importance of the Board’s objectivity and independence as the Board fulfills its important oversight role on behalf of shareholders. For example, to ensure open discussion among independent directors, the Board regularly meets in executive sessions without members of our management team present.

Board committees

Our Board currently has four standing committees: Compensation, Nominations and Governance, Audit, and Science and 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 Relations section of our website.



Robert V. Baumgartner



John L. Higgins



Charles (Chuck) Kummeth



Roeland Nusse, Ph.D.



Randolph C. Steer, M.D., Ph.D.



Joseph D. Keegan, Ph.D.



Alpna Seth, Ph.D.



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



Julie L. Bushman

Strong governance practices

We believe our governance practices, as described in our [Principles of Corporate Governance](#), [committee 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 also have executive compensation programs designed to create long-term shareholder value, including stock ownership requirements, performance-based long-term equity incentives, an executive compensation recoupment policy, double-trigger severance benefits and anti-hedge and pledge rules.

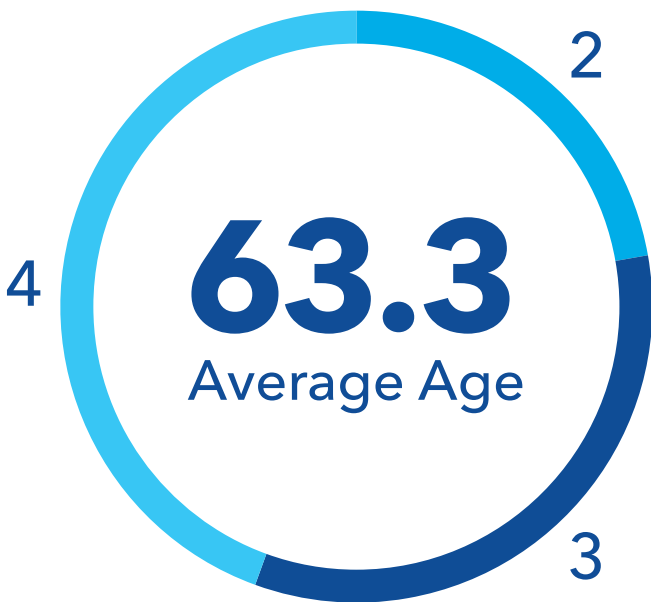
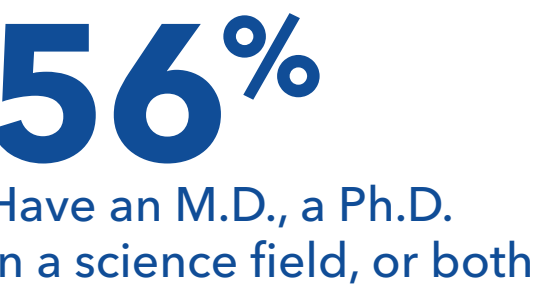
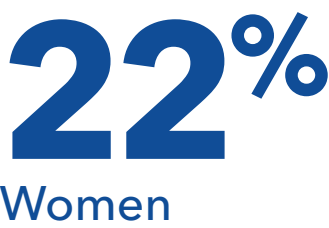
Please refer to our [2022 Proxy Statement](#) and [Investor Relations](#) website for more information regarding our governance practices.

Lobbying and Political Contributions

Our Board retains the authority to approve any political contributions. Bio-Techne’s historical and current practice has been to not 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.

Board Composition

9 Board Members



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 ESG matters. At least annually, our Board and management meet to discuss the company’s long-term strategies. 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 Sustainability Oversight & Management on page 12.

The Audit Committee	The Compensation Committee	The Nominations and Governance Committee	The Science and Technology Committee
<div>✓ Periodically reviews our accounting, reporting, tax and internal controls practices, including the integrity of our financial statements</div>	<div>✓ Leads the annual review of CEO and executive officer performance and supports the Board’s review of succession plans to key management</div>	<div>✓ Oversees the Board’s governing processes, organization, membership and structure</div>	<div>✓ Reviews the Company’s technology and scientific programs, including associated risks</div>
<div>✓ 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</div>	<div>✓ 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</div>	<div>✓ Oversees compliance with environmental and sustainability regulations and requirements</div>	<div>✓ Periodically reviews the Company’s intellectual property portfolio and associated risks</div>
<div>✓ Appoints and evaluates Bio-Techne’s independent registered public accounting firm</div>	<div>✓ 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</div>	<div>✓ Periodically reviews Bio-Techne’s culture, ethics and compliance programs</div>	
		<div>✓ In coordination with management, engages with shareholders on governance, corporate responsibility, environmental and sustainability matters</div>	

Data Security & Privacy

Data and Cybersecurity

Data security is an important element of our enterprise risk management. We continue 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 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 cybersecurity strategy is led by the Senior Vice President of Digital Solutions and Vice President of Information Technology, with input and execution from the Chief Information Security Officer. In addition to supporting the Company’s enterprise-wide cybersecurity 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.

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 on how to identify, avoid, and responsibly report suspected cyber-attacks such as phishing, denial-of-service and spoofing. In addition, Bio-Techne reinforces its employees’ training by subjecting them to simulated cyber-attacks on a randomized basis, with further training required if the simulated attack is not recognized.

Secure by Design

Data and Cybersecurity 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 strengthening its data and cybersecurity include the following:

- Consolidated subsidiary and international web sites under One Web, utilizing a single web site code base across multiple sites
- Implemented multi-factor authentication for email accounts and external access to the internal network
- Commenced implementation of the Microsoft Dynamics 365 enterprise resource planning application in its European operations
- Implemented industry best practice processes across foundational features of data security, including 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 cybersecurity 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 security and general cybersecurity will remain critical features of Bio-Techne’s individual and collective focus. Bio-Techne plans to continue strategic investment in appropriate tools and systems to ensure that customers can depend, securely and confidently, on Bio-Techne’s high quality products and service.

Bio-Techne is committed to ensuring our stakeholders’ data remains secure and is 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.

“ Cybersecurity is of utmost importance at Bio-Techne. We continue to invest in appropriate technology and a strong security team, and we focus on continuing education of our employees. Cybersecurity is ever changing; we adjust and adapt as needed in response to the changing landscape. ”

- **Scott Osgood**
Vice President, IT

Ethics & Compliance

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. Employees also receive training on [Code of Ethics and Business Conduct](#) topics 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 the [Code of Ethics and Business Conduct](#). Most employees can report any concerns directly to their manager or to Human Resources; others may choose to use Bio-Techne’s Integrity Line, which allows reporting 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 commercial 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.

Healthcare compliance

While a number of our products are used as components of healthcare products and services, we have limited products and services that are purchased by clinical 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 have also adopted and adhere to the Advamed Code of Ethics and have incorporated it 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, is responsible for overseeing and administering our healthcare compliance

program. Its 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 Bio-Techne’s Chief Compliance Officer. 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 as well as 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 Chief Financial Officer and Chief Compliance Officer to conduct risk-based assessments and reviews across the organization.

We have an Executive Compensation Recoupment Policy that allows Bio-Techne to take back all or a portion of cash and equity incentive compensation paid to 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, performs an independent audit of 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 [2022 Proxy](#) for our 2022 Audit Committee report.

“ Compliance with ethical and regulatory requirements is a top priority for Bio-Techne across our business. This commitment extends from our products that enable cutting edge scientific discoveries in biopharma and academic research labs to our clinical diagnostic products that enable physicians and patients to make better informed healthcare decisions. ”

- **Lynne Hohlfeld**
Senior Vice President,
Molecular Diagnostics Division

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:

1. Support clinical research that is conducted in an ethical manner, with steps being taken to:

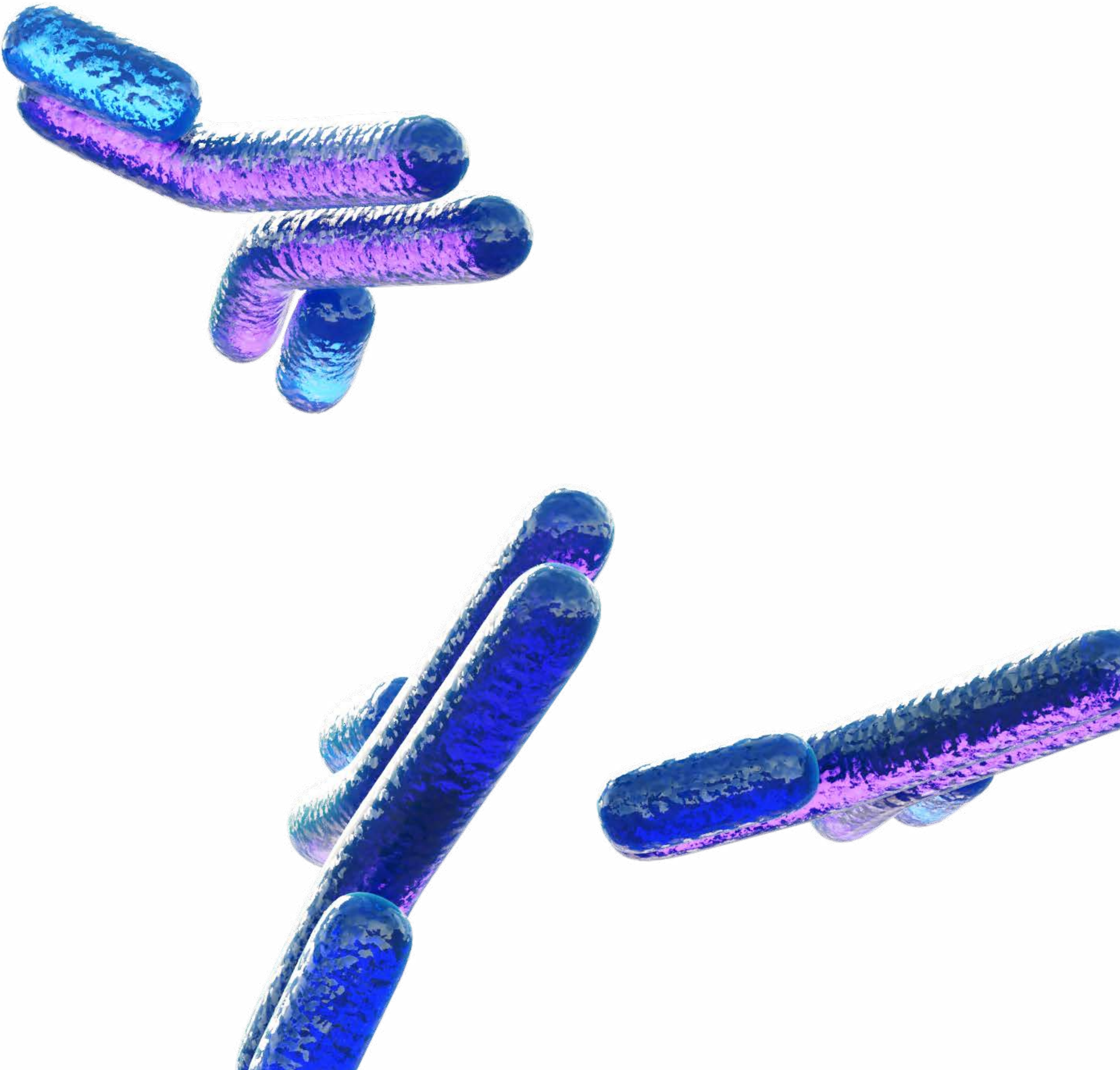
- minimize the risk of harm to participants
 - obtain informed consent from participants when appropriate
 - avoid deception and coercion
 - maintain subject confidentiality and anonymity
2. Minimize the use of laboratory animals and, if necessary, maintain animal treatment programs that emphasize humane treatment of animals and comply with all applicable standards.

3. Consistently endeavor to use ethically-sourced materials.

4. 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. See the Supply Chain and Responsible Sourcing Section of Pillar Two for more information about our management of our supply chain.





The Environment

At Bio-Techne, we operate with environmental integrity, responsibly delivering high quality products and services while minimizing environmental impacts to protect our planet for future generations.

// We're excited to share the progress we've made towards increased disclosure and environmental initiatives implemented this past year. Our passion for enhancing the healthcare and life sciences industry is matched by our desire to operate the business in a sustainable manner. **//**

- Brenda Furlow
General Counsel and
Chief Sustainability Officer

// Our stakeholders look to us for high-quality products and solutions and are increasingly seeking tangible evidence of environmental stewardship across our operations and value chain. We are proud of the increased disclosure in this report and the progress we continue to make in Bio-Techne's sustainability journey. **//**

- Will Geist
President,
Protein Sciences Segment



Bio-Techne Environmental Policy

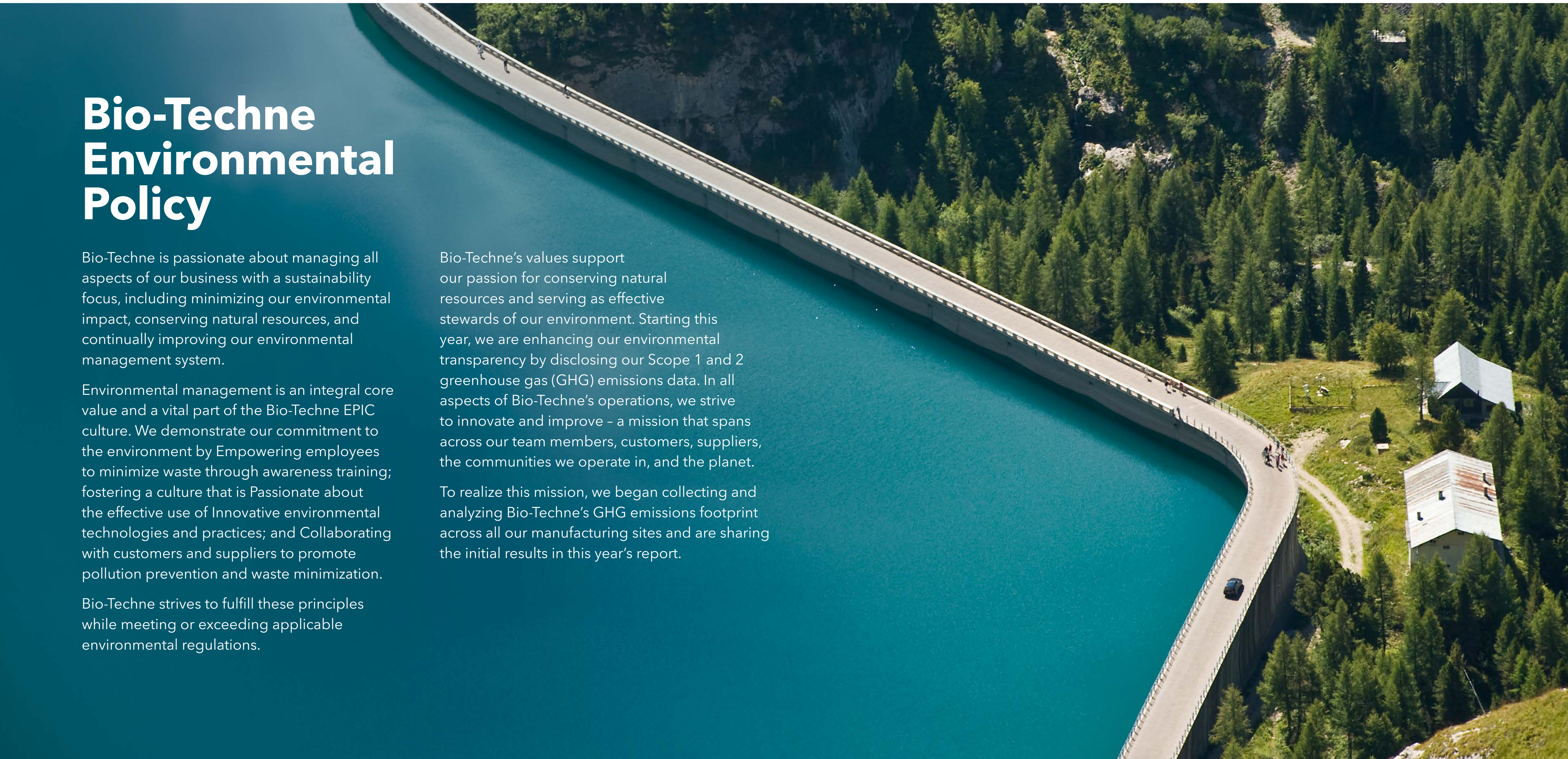
Bio-Techne is passionate about managing all aspects of our business with a sustainability focus, including minimizing our environmental impact, conserving natural resources, and continually improving our environmental management system.

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 environmental technologies and practices; and Collaborating with customers and suppliers to promote pollution prevention and waste minimization.

Bio-Techne strives to fulfill these principles while meeting or exceeding applicable environmental regulations.

Bio-Techne's values support our passion for conserving natural resources and serving as effective stewards of our environment. Starting this year, we are enhancing our environmental transparency by disclosing our Scope 1 and 2 greenhouse gas (GHG) emissions data. In all aspects of Bio-Techne's operations, we strive to innovate and improve – a mission that spans across our team members, customers, suppliers, the communities we operate in, and the planet.

To realize this mission, we began collecting and analyzing Bio-Techne's GHG emissions footprint across all our manufacturing sites and are sharing the initial results in this year's report.



Our 2021 Emissions Data

Our first step towards greater transparency and disclosure of relevant environmental data is sharing our Scope 1 and 2 GHG emissions data for calendar year 2021, with Scope 1 accounting 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 accounting 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).

We collected and analyzed this data in a carbon accounting management platform to calculate Bio-Techne’s current operational emissions footprint, establish an initial data foundation, and inform future emissions-related efforts.

Methodology

To inform our inaugural emissions disclosures, we collected climate impact data from January-December 2021 across 21 of 34 Bio-Techne facilities in the United States, Canada, and the

UK. This subset of locations includes all but one of our manufacturing facilities¹. Bio-Techne prioritized emissions inventory capture for our manufacturing facilities to account for what we anticipate being the largest portion of our total Scope 1 and Scope 2 emissions. The 13 sites omitted from this year’s measurements will be prioritized in future data collection efforts to complete our Scope 1 and Scope 2 emissions inventory. The impact of these facilities on our overall Scope 1 and Scope 2 footprint is expected to be minor in comparison to that of our assessed manufacturing facilities.

Inputs for calculating Scope 1 and Scope 2 emissions include electricity usage², diesel³ and natural gas usage⁴, refrigerant releases⁵ and vehicle miles traveled by Bio-Techne-owned vehicles⁶.

Results

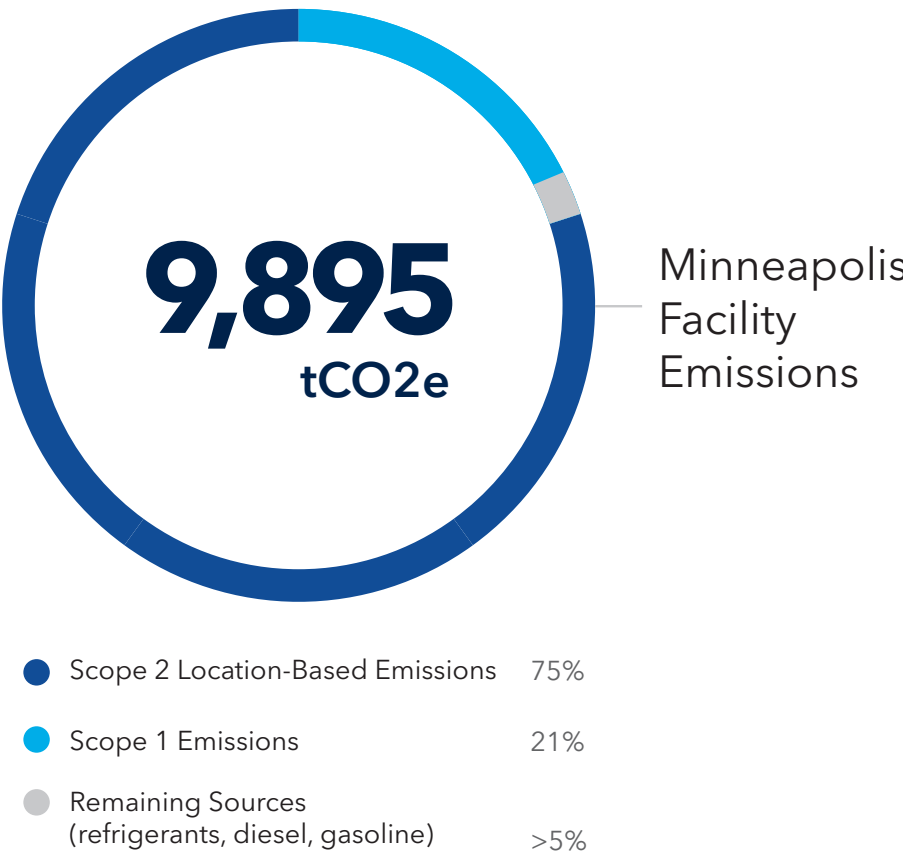
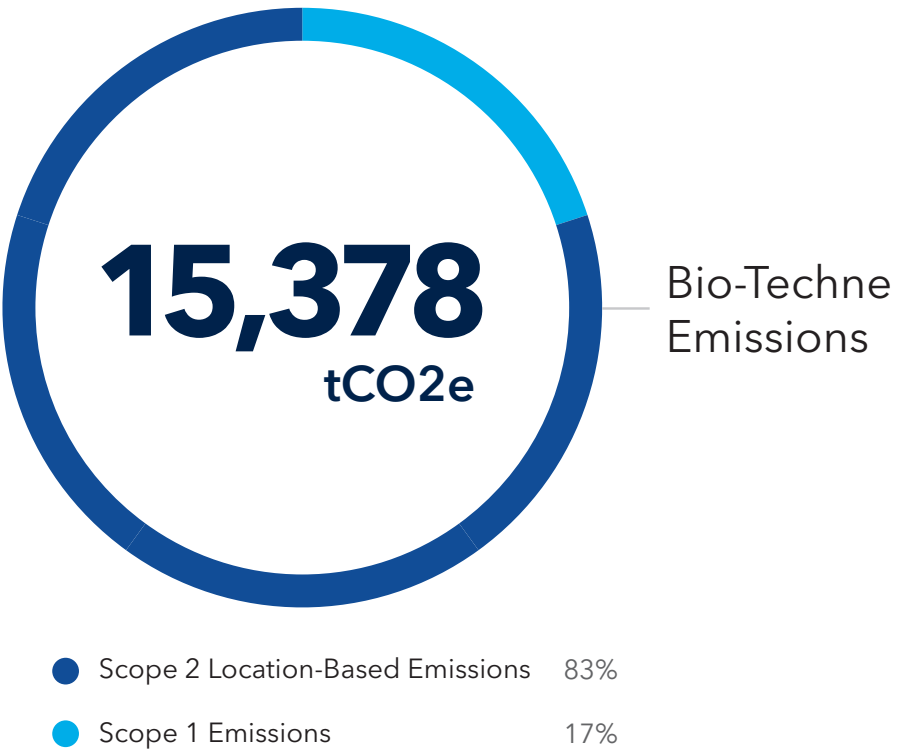
Our 2021 emissions totaled 15,378 tCO₂e, with Scope 1 accounting for approximately 17% of collected emissions, and Scope 2 accounting for approximately 83% of collected emissions.

As Bio-Techne grows and expands its manufacturing capacity, total future emissions may increase in the near-term. To measure and manage our operational efficiency as we account for organizational growth, we look to emissions intensity, which 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.). This year, Bio-Techne’s emission intensity is **10.6**⁷. In future reports, noting the changes in total emissions output and emissions intensity will further contextualize Bio-Techne’s journey towards a more sustainable future.

Of our collected emissions sources, purchased electricity accounts for approximately 75% of our total emissions. The next highest contributor is natural gas, which accounts for approximately 21% of our total emissions. Remaining sources making up less than 5% of total emissions include refrigerants, diesel, and gasoline.

- 1. The omitted manufacturing facility is located in China, only serving the Chinese market. At 20,020 sq. ft. with only 38 employees, this is among our smallest manufacturing sites, and not expected to significantly impact our Scope 1 and Scope 2 footprint when included in future reports.
- 2. 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.
- 3. Diesel usage data was based on direct diesel purchase data from Bio-Techne facilities.
- 4. 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.
- 5. Refrigerant usage data was collected from Bio-Techne facilities that purchased refrigerants directly.
- 6. Mileage was estimated using the average annual miles driven per year as defined in Kelley Blue Book.
- 7. Square footage for the Atlanta, GA facility was omitted from the emissions intensity calculation since it did not generate any GHG emissions in 2021.



*Scope 1 emissions includes onsite fuel consumption at owned facilities and gasoline consumption from company-owned vehicles

**Scope 2 emissions includes purchased electricity and onsite fuel consumption at leased facilities

Our 2021 Emissions Data *(cont.)*

Given the contribution of electricity to our overall carbon footprint, we plan to evaluate increased use of renewable and/or low-carbon electricity at our manufacturing facilities. We believe this would result in the greatest near-term impact in reducing our GHG emissions and will prioritize transitioning facilities with high electricity consumption and high carbon intensity of electricity. We will also continue to measure the efficiency of our manufacturing equipment to identify opportunities to reduce overall fuel consumption and the energy intensity of our fuel sources.

Looking Ahead ➡

Bio-Techne’s commitment to becoming a business focused on long-term sustainability means investing in new opportunities and holding ourselves to the highest standards of accountability. We are excited to share the milestone disclosures included in this report and have our sights set on additional data disclosures in future reports. Listed below are some of the additions we are committed to incorporating in future reports:

1

Bio-Techne understands the importance of calculating and sharing its complete emissions footprint and will implement strategies to comprehensively measure and set a baseline for Scope 1 and Scope 2 data in future reports. Once established, our baseline will be used to calculate absolute Scope 1 and Scope 2 emissions reductions in future reports.

2

We are currently evaluating how to best develop quantifiable, timeline-bound emissions reduction targets. Once established, these goals will be included in future reports as our rubric for measuring efficiency improvements year after year.

3

Lastly, while Bio-Techne started aligning with the SASB reporting standards this year, those standards currently do not focus on environmental topics; we will continue to evaluate relevant, widely accepted sustainability reporting frameworks to incorporate in future reports.

Emissions Breakdown by Source

Units = tCO₂e

Electricity	11,529
NaturalGas	3,190
Refrigerant	555
Diesel	70
Gasoline	34



Our Environmental Actions

Bio-Techne strives to minimize environmental impacts by improving efficiency in our operations and product design. 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 industry. Detailed below are examples of efficiency improvements and research initiatives highlighting our progress towards a cleaner future.

Reducing Environmental Footprint Through Packaging

Many of our products rely on shipping under controlled temperature conditions both domestically and internationally to maintain our product quality and integrity. In fiscal 2022 we began investigating the use of environmentally friendlier cold shipping containers for our temperature-controlled products. For example,

with over 75,000 temperature-controlled packages shipping to customers each year from Minneapolis alone, we are researching eco-friendlier alternatives to our Expanded Polystyrene (EPS) foam shippers. Alternative options currently under evaluation include those based on cardboard, paper, cornstarch, wool, and spray foam materials for single-use shipping, in addition to exploring a closed-loop, reusable shipping system for repeat use.

Additionally, beginning in fiscal 2023, our shippers will be moving to kraft boxes with higher recyclable content and less ink compared to our historical recyclable boxes.

We also recently implemented the consolidation of customer shipments to reduce packaging and downstream redundancies (e.g., multiple deliveries to same customer).



Reduced Plastic

Reducing waste in shipments.

This year, the Diagnostic Research Division in Minneapolis eliminated polyurethane strapping from an estimated 500 packages a month. This equates to 324 lbs. of waste saved per year. For the remaining expanded polystyrene (EPS) foam shipping elements we are not yet able to replace, we are currently exploring options to reuse the material with a third-party recycling vendor.

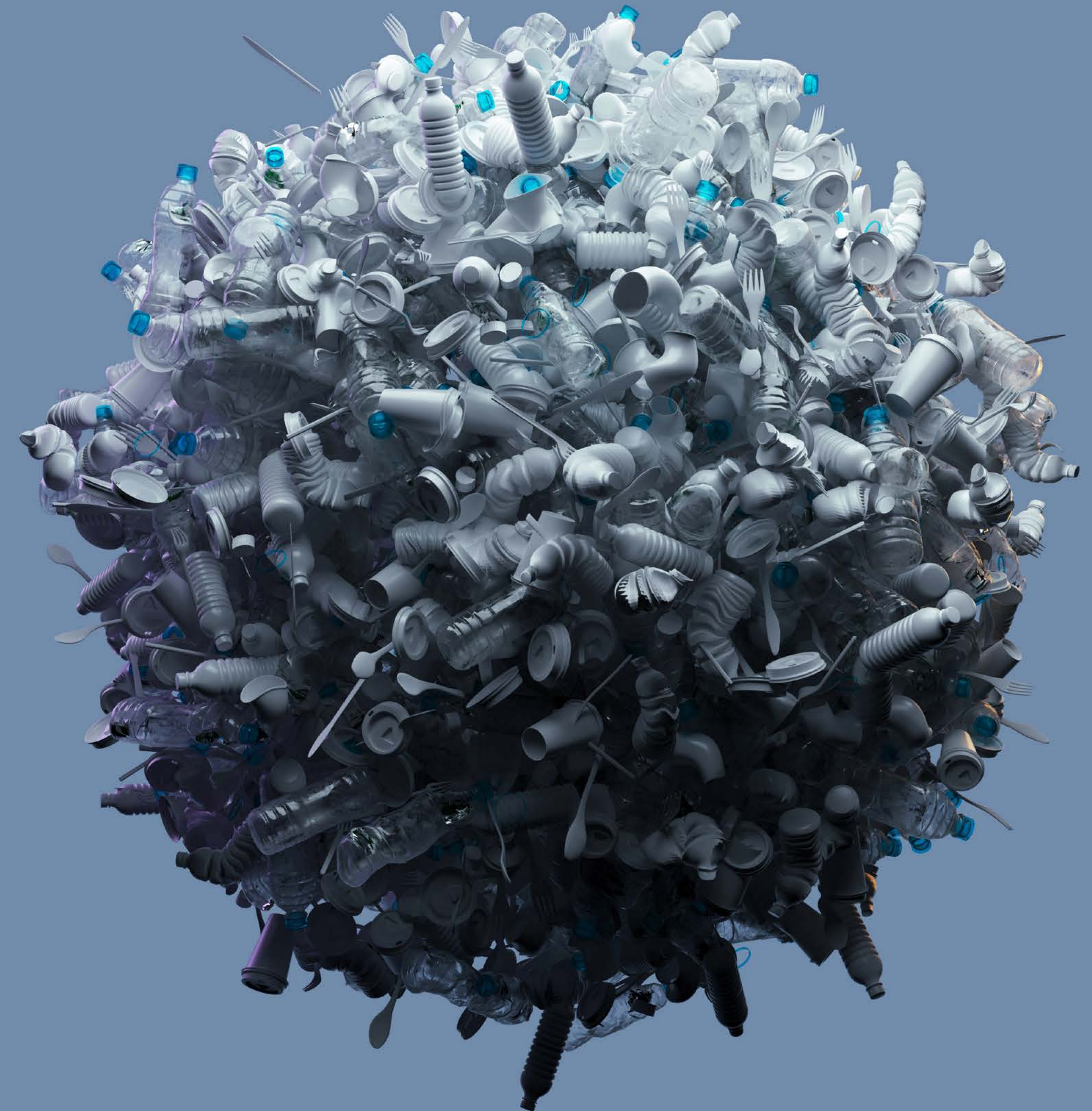
Reduced plastic use in secondary and tertiary packaging.

The primary packaging that contacts our product materials is driven by the best science to ensure product performance and integrity, but the secondary and tertiary packaging we use has more flexibility in materials. Examples of secondary and tertiary packaging include immunoassay kit tubs and special vial holders that we use to hold multiple products during shipping.

Our immunoassay kit tubs are one of the highest volume secondary packaging containers we currently use. These kit tubs are currently made

from recyclable plastic materials that contain up to 30% post-consumer recycled materials. These recyclable plastics are optimal for reducing particle loads and microbial growth that can occur with exposed cardboard. We are evaluating non-plastic material options that enable higher recyclability across all regions, while still delivering the important technical requirements to ensure our products arrive intact and perform to specifications. This anticipated packaging conversion is expected to improve space efficiency and reduce unnecessary packaging materials.

Our unique interlocking vial holders are important tertiary packaging materials that enable safe transport and storage of our protein and antibody products. These interlocking vial holders are useful, space efficient and made from recyclable plastics, but we are evaluating recyclable, non-plastic replacement options. In Bio-Techne's fiscal 2022, we evaluated several cardboard-based vial shipper designs that can securely hold the variety of protein and antibody product vials for shipping and customer storage, including a new, paper-based alternative that is 100% recyclable, compostable, and more cost effective (approximately \$0.20 cost savings per box). At the current annual estimate of 45,000 usages per year, this would yield a 1,492 kg reduction in annual plastic use, and a \$9,000 cost reduction on materials. This new packaging design is being piloted in Minneapolis with goals to expand to other sites in the near future.





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 2021, our participation in the Solar Garden program yielded 4,136,000 kWh of solar energy production, which is enough to power 444 Minnesota households for the entire year⁸. In Minneapolis, we also upgraded our building automation system to deliver greater energy efficiency. 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

We reduced water consumption in our Minneapolis headquarters laboratories, restrooms, showers, and water fountains by installing low-flow fixtures and water-efficient

faucets throughout campus. We are committed to evaluating our operations and their impact on water usage across all sites to identify additional opportunities for reduction.

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 ERG Green Teams are composed of self-organized, grassroots, and cross-functional groups of employees across our facilities who are passionate about environmental sustainability. The Green Teams’ objectives are to support Bio-Techne’s sustainability and quality measures through education, internal process improvements and community actions. Although the teams are organized independently at each facility, Bio-Techne empowers the Green Teams with a dedicated budget for individual initiatives and programs, and a member of the Corporate Leadership Team serves as the ERG Green Team sponsor.

⁸Based on an avg. energy consumption of 775 kWh per month for Minnesota households ([U.S. Energy Information Administration, 2020](#))

Spotlights

Minneapolis, MN

To celebrate Earth Day this year, volunteers from our Minneapolis facility participated in a Campus Cleanup organized by the Green Team. Their efforts resulted in 300 lbs. of garbage collected from campus grounds and the surrounding green space.

San Jose, CA

The Green Team in San Jose added compost (green) waste to their waste collection sites and conducted facility-wide waste sorting training. The team also designed a measurement framework to assess appropriate waste sorting and subsequent waste reduction. The San Jose office also implemented waste reduction measures in their shipping materials (e.g., collecting bubble wrap to reuse in future shipments) and office operations (e.g., swapping individual serving-size snacks to bulk food dispensing jars and stocking only drinks in aluminum cans or glass bottles).

Abingdon, UK

Abingdon achieved ISO 14001 certification, which also extends to our Wiesbaden, Langley, and Rennes facilities, demonstrating our adherence to current regulatory requirements and commitment to continual environmental improvement. ISO 14001 certifications encourage us to assess and implement programs and processes to decrease our environmental impact related to energy, water, waste, and raw materials. ISO 14001 sets the criteria for an environmental management system and maps out a framework that we can follow to establish an effective environmental management system.

Six 7.5kw electric vehicle charging stations were installed at our Abingdon facility in 2021. In line with current UK government and HMRC guidance, there is no cost incurred for staff usage of these charging stations. Any Bio-Techne employee or visitor can use the EV charging stations for the purpose of traveling to and from the Bio-Techne Abingdon site. As part of Abingdon's ISO 14001 goals for FY22, we aimed to generate emission-free miles driven through a 10% increase in usage of the EV charging

stations (kWh) compared to FY21. Our EV charging stations were operational for the final three months of fiscal 2021 (April-June 2021). During that period, Bio-Techne employees and guests charged their vehicles with 330 kilowatt hours (kWh) of electricity. Throughout fiscal 2022, usage of the charging stations increased dramatically. In the corresponding period of Apr-Jun fiscal 2022, usage of the charging stations more than doubled (685 kWh) compared to April through June 2021. In total, EVs were charged with 2,044 kWh throughout fiscal 2022. Due to the high utilization levels of our initial bank of charging stations, we are scoping out a project to increase the number of charging points at our facilities.

Our European teams have an established practice of employee-organized volunteer days. In 2020 Abingdon employees spent the day planting 250 new trees. They aimed to surpass that benchmark in 2021 but had to cancel the outing due to COVID-19 concerns. In 2022, they shifted gears and revamped the garden and green space of Old Station House, a local assisted living facility.

“We’re proud of the progress we’ve made and want to continue building momentum towards a more sustainable future. It’s encouraging to see our team’s commitment to go beyond checking the boxes and take on substantial initiatives.”

- **Thomas Winkworth**
Business Process Compliance Specialist
Abingdon, UK



Managing Climate Risks

At Bio-Techne, we appreciate the importance of identifying and managing the impacts of climate change to our business. Climate risks are given the same priority and treated with the same level of rigor as other risks across our business. To foster climate resilience, we are integrating climate risk management into all of our key business processes, such as strategic planning, prioritization, mergers and acquisition evaluation and diligence, and our enterprise risk management program.

SASB Standards Index

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 2022, Bio-Techne had 1 Class III recall that was reported both to the FDA and to the EU, and that was corrected.
	HC-MS-250a.2 List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	During our fiscal year 2022, 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” at page 51.

SASB Standards Index		
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 sustainable products	During product development, we consider environmental and safety factors. Where possible, we use components and formulations with lower toxicity levels.
	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 suppliers' facilities participating in third-party audit programs for manufacturing and product quality	All medical device facilities at Bio-Techne under ISO 13485 are subject to annual audits by Notified Bodies. Facilities operating under ISO 9001 are audited annually as well, but may be audited on a sampling plan. 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 at page 51.
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.