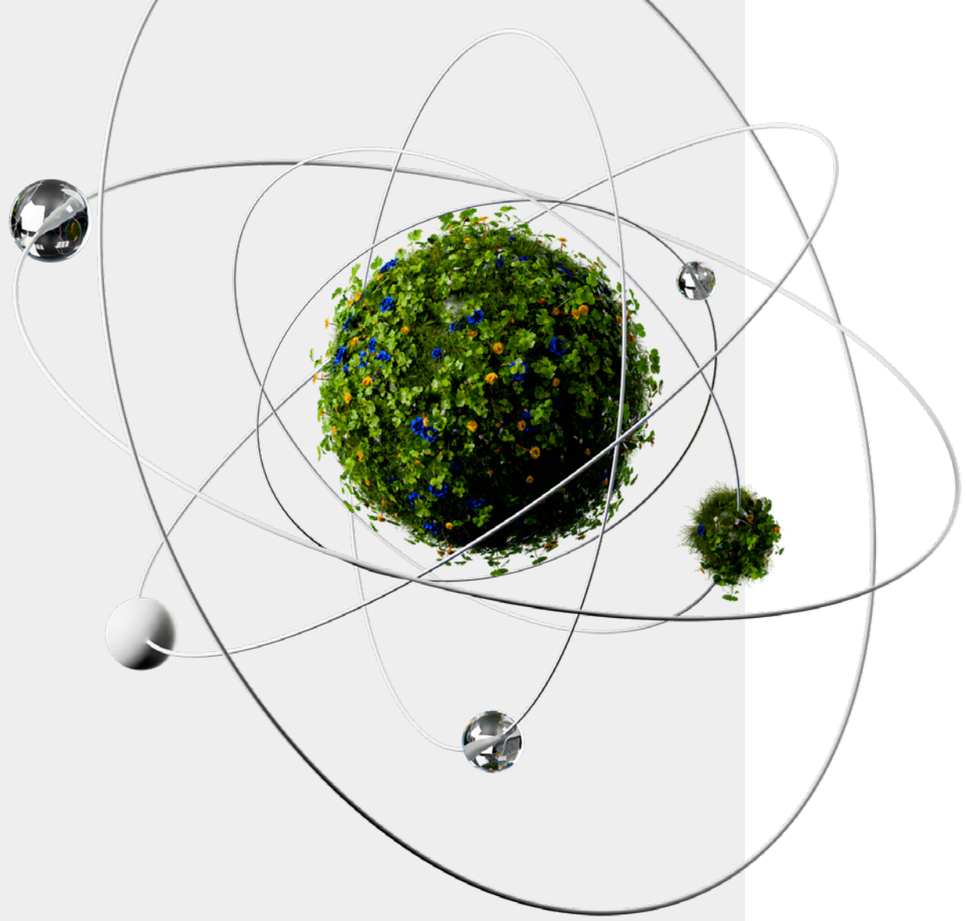
Climate-Related Financial Risk Disclosure



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Introduction

Bio-Techne demonstrates its commitment to advancing science responsibly while safeguarding the environment and the communities it serves. In alignment with California Senate Bill 261 and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the company's inaugural Climate-related Financial Risk Disclosure reflects a proactive approach to identifying and managing climate-related risks across its global operations. The assessment provides a high-level, qualitative view of potential physical and transition risks, outlines mitigation strategies already in place, and highlights the governance framework for climate oversight. While this report marks the beginning of a multi-year journey toward deeper analysis and disclosure, it underscores Bio-Techne's dedication to transparency, resilience, and sustainable growth in a rapidly evolving regulatory and environmental landscape.

Safe Harbor Statement

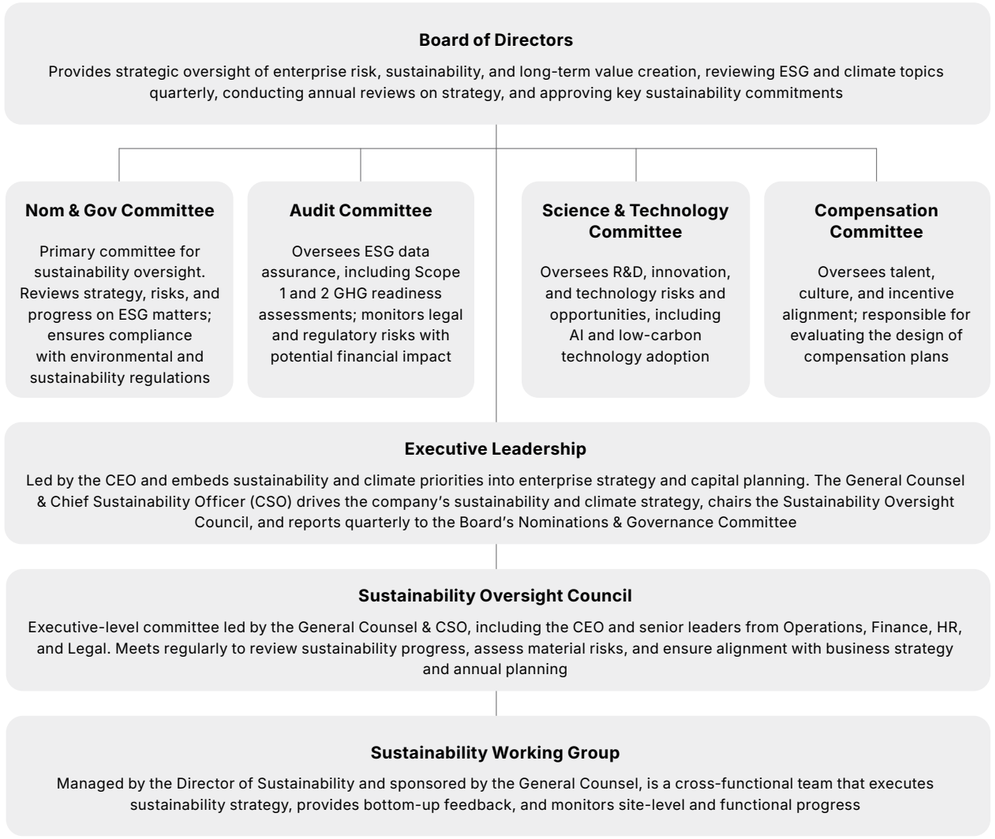
This report contains forward-looking statements, including but not limited to sustainability goals, strategies, plans and progress. Any and all forward-looking statements are subject to internal and external uncertainties, risks and opportunities that could change actual future goals or strategy. We assume no obligation to update or amend any forward-looking statements found in this Climate-related Financial Risk Disclosure should future conditions change.

Governance

Board Oversight

Bio-Techne's Board of Directors oversees the company's long-term strategy, enterprise risk management, and sustainability commitments. As needed, the Board discusses climate-related topics such as decarbonization opportunities, emerging regulations, and potential physical and transition risks, as part of its broader strategic and risk-management agenda. Oversight is provided by the full Board, led by the Nominations & Governance Committee that meets with management regularly. Additionally, the Chief Sustainability Officer reviews progress and discusses key climate and sustainability risks and responses at least annually with the full Board.

Corporate Sustainability Governance Structure



The Board oversees and approves the Company's annual operating plan, and oversees management's strategic planning, capital allocation, business continuity planning, and enterprise risk management, each of which incorporate and include climate-related issues and potential physical climate impacts.

In 2025, for example, the Nominations and Governance Committee approved the results of the company's Double Materiality Assessment (DMA), which identified climate change as a key enterprise risk and informed Bio-Techne's first Climate Risk Assessment and business continuity planning.

Through regular engagement with management, the Board reviews progress against sustainability commitments, including the development of science-based emissions reduction targets to be submitted for validation to the Science Based Targets initiative (SBTi) in 2026.

Management's Role

Responsibility for assessing and managing climate-related risks and opportunities resides primarily with the Sustainability Oversight Council and the Sustainability Working Group, supported by the Director of Sustainability and cross-functional leaders across the organization.

The Sustainability Oversight Council, chaired by the General Counsel and CSO and including the CEO and executive leadership team, directs the company's sustainability and climate strategy. The Council meets regularly to review climate-related performance, evaluate the financial and operational implications of physical and transition risks, and ensure that mitigation actions are embedded in Bio-Techne's strategic planning.

The Sustainability Working Group, managed by the Director of Sustainability, brings together senior leaders from Operations, Quality, Finance, HR, Legal, Investor Relations, and Accounting to implement climate initiatives, provide feedback to the Council, and integrate sustainability criteria, including climate-risk considerations into operational decisions.

Process for Governance and Performance Evaluation

Management is kept informed on climate-related issues through regular cross-functional meetings of the Sustainability Oversight Council and Working Group, focusing on progress, regulatory updates, and emerging physical and transition risks.

For example, the outcomes of the company's 2024 DMA and 2025 Environmental, Health and Safety and Climate Risk Assessments are integrated into the corporate strategy and risk management frameworks, enabling management to evaluate how climate risks may affect operations, financial performance, and long-term strategy. For Bio-Techne sites certified to ISO 14001 (including headquarters site Minneapolis, MN, St. Paul, MN, Abingdon, UK, Rennes, France, Wiesbaden, Germany, Dublin, Ireland, and Massy, France), environmental and climate performance data is captured and escalated to leadership through the Environmental Management System.

Performance against climate objectives is tracked through KPIs including GHG emissions, energy consumption, and renewable-energy use. In 2025, Bio-Techne implemented a carbon-accounting software platform to improve data accuracy and transparency across Scopes 1, 2, and 3, enabling better management of climate risks and emissions performance.

Strategy

Bio-Techne recognizes that climate change presents both a strategic challenge and an opportunity to build a more resilient, efficient, and innovative organization. As a global life sciences company, success depends on maintaining reliable operations, stable supply chains, and trusted relationships with customers who increasingly expect climate-conscious partners. Integrating climate-related risks into the company's sustainability and business strategies allows Bio-Techne to anticipate the impacts of a changing environment, align with evolving customer and regulatory expectations, and strengthen its long-term competitiveness. Through this integrated approach, Bio-Techne not only prioritizes reducing its environmental impact, but safeguards the continuity and durability of its business, positioning the company to thrive in a low-carbon and climate-resilient economy, and drive enterprise value. Embedding climate risk considerations across its decision-making processes, from R&D and procurement to capital planning, enables Bio-Techne to proactively manage transition and physical risks while identifying new opportunities for innovation and operational efficiency.

Climate Risk Assessment Approach

In 2025, the company undertook its first enterprise-level Environmental, Health and Safety and Climate Risk Assessments to better understand how climate-related impacts could affect its operations, value chain, and long-term business strategy. Building on the Double Materiality Assessment approved by the Board earlier in the year, this work represented a key step in integrating climate considerations into risk management and strategic planning. These assessments aimed to identify, evaluate, and prioritize both physical and transition climate risks across Bio-Techne's global operations and supply chain.

By combining scenario analysis with site-level and supplier-level data, the company evaluated potential operational, financial, and reputational impacts across multiple time horizons and climate scenarios, assessing its resilience under varying degrees of global temperature change. The results provide a forward-looking understanding of how climate-related risks, such as rising energy costs, carbon regulation, supply-chain volatility, and physical hazards, may influence Bio-Techne's business model and inform decisions on capital investment, facility resilience, and emissions reduction planning. This analysis will guide the development of the company-wide climate transition plan, including science-based targets and adaptation priorities, to ensure that the strategy remains robust and responsive in a changing climate.

Scenario Analysis

For this assessment, the team selected scenarios developed and published by Intergovernmental Panel on Climate Change (IPCC), International Energy Agency (IEA), Network for Greening the Financial System (NGFS) and Systemic. The first one was used for the scenarios of the physical assessment, and the rest were used for the transitional risk assessment.

Physical Risk Scenarios

Two IPCC-aligned Shared Socioeconomic Pathways (SSPs) were selected.

SSP2-4.5, a moderate-emission scenario with some climate action (~2.5–3°C warming), which reflects a middle-of-the-road pathway with moderate climate policy and technological progress, with emissions peaking mid-century.1

SSP5-8.5, a high-emission, limited mitigation scenario (~4°C), which follows a "business as usual" trajectory with minimal climate policy that enables the continued rise of emissions through the century.

For this analysis, Bio-Techne considered an initial list of 28 physical risks, a mix of acute and chronic risks aligned with EU Taxonomy and the EU´s Corporate Sustainability Reporting Directive (CSRD). The list was then refined to 11 risks, including eight acute and three chronic risks, based on their relevance to Bio-Techne. Finally, the company prioritized key locations and suppliers based on their strategic importance, product lines, asset costs and employee clusters and applied the previously described scenarios across these locations.

For each prioritized site and supplier, downscaled climate hazard data from trusted sources (e.g., IPCC, NOAA, WRI) was overlaid to evaluate exposure, vulnerability, and adaptive capacity. This enables estimation of potential operational and financial impacts under each scenario and timeframe.

Transition Risk Scenarios

Current policies & actions pathway that illustrates a future where climate actions continue at current pace, with limited strengthening of policy or investment. These include IEA's Stated Policies Scenario (STEPS) and NGFS's Current Policies Scenario.

Net Zero by 2050 pathway that represents a rapid and coordinated global transition consistent with achieving net-zero emissions by 2050. These include IEA's and NGFS's Net Zero 2050 scenarios.

These scenarios were applied by mapping key climate transition indicators, including carbon pricing, energy system transformation, and industrial decarbonization trends, to the eight transition risks prioritized in the DMA.

Time Horizons

The selected scenarios were applied to identify and assess physical and transition risks across the short-term (2026), medium-term (2030), and long-term (2050) horizons.

Analysis Outcome

Overall, the assessment identified eight priority physical risks and eight priority transition risks that are expected to have the most significant potential impact on Bio-Techne's operations, supply chain, and long-term resilience. These priorities will guide the company's next phase of risk mitigation and adaptation planning.

Physical Risks Overview

The analysis started with 28 climate risks, narrowing to 11 for quantitative scenario modeling—eight acute and three chronic—based on relevance to Bio-Techne's operations and value chain. After modeling, discussions with site leaders incorporated historical experience and mitigation measures, ensuring results reflected real-world context. Eight of the 11 risks were prioritized for further mitigation planning.

- **Heat waves:** Rising temperatures increase the frequency and severity of extreme heat events, raising risks of heat stress. Impact depends on climate scenario and timeframe.
- **Cold waves:** Shifts in atmospheric patterns and climate variability can cause more frequent and intense cold waves, risking health, infrastructure, and supply chains.
- **Wildfires:** Warmer conditions reduce moisture and lengthen fire seasons, increasing wildfire likelihood and intensity. Risk varies by climate pathway and timeframe.
- **Storms:** Climate change drives stronger storms, including tropical cyclones and severe wind events, threatening infrastructure, transport, and safety.

- **Floods:** Changing precipitation patterns and hydrological cycles raise flood risks, with severity varying by region and future projections.
- **Drought:** Higher temperatures and reduced moisture increase drought frequency and severity, impacting water availability and ecosystems.
- **Heavy precipitation:** Warming intensifies rainfall, increasing risks of flash floods, drainage overload, and transport disruptions.
- **Subsidence:** Drought and altered precipitation can cause land subsidence, damaging buildings and infrastructure. Risk depends on geology and water management.

TABLE 1.

Vulnerability of Our Physical Locations to Physical Risks

Risk/ Region	Central North America	Western North America	Eastern North America	Northern Europe	East Asia
Heat Wave					
Cold Wave					
Wildfire					
Storm					
Flood					
Drought					
Heavy Precipitation					
Subsidence					

Legend: High Risk · Medium Risk · Low Risk

Risk Mitigation

Following the prioritization of key risks, Bio-Techne worked with operational and functional teams to map existing mitigation measures and assess their effectiveness. The review also identified additional actions and investments needed to reduce exposure, build adaptive capacity, and enhance overall climate resilience.

The impacts of each hazard, as well as the current mitigation actions to address these risks are detailed in Table 2.

TABLE 2.

Physical Risks Business Impact and Mitigation Strategies Summary

Risk	Risk Type	Time Horizon	Value Chain Impact	Impact Rating	Potential Business Impact	Current Mitigation Actions
Heat Wave	Acute	Short, Med, Long	Downstream, Direct operation, Upstream	High	Bio-Techne relies on temperature-controlled environments, cold storage, and cold-chain logistics. Currently, one-third of its sites face high heat wave risk; under a high-emission scenario by 2050, this will rise to two-thirds. Increased heat risk will drive higher demand for cooling across the value chain, straining HVAC systems and cold transport capacity.	Bio-Techne uses a multi-pronged strategy to mitigate extreme heat risks. High-priority sites undergo HVAC assessments and upgrades, including retrofits, expanded cooling, and backup power. Contingency measures include external cold storage for sensitive materials. Workforce safety protocols are reinforced, and supply chain resilience is strengthened through increased safety stock, temperature-tolerance evaluations, backup power, and inventory diversification.
Cold Wave	Acute	Short, Med	Downstream, Direct operation, Upstream	Low-Med	Extreme cold can disrupt Bio-Techne's operations by causing supply chain delays from icy roads, frozen infrastructure, and vehicle breakdowns. Prolonged cold also strains HVAC and plumbing systems, risking failures such as frozen pipes and heating malfunctions.	Bio-Techne mitigates cold wave risks through HVAC upgrades, preventive maintenance, and winterization at priority sites. Backup generators and external cold storage ensure continuity during outages. Emergency response procedures protect the workforce and critical processes. Supply chain resilience includes safety stock, temperature-controlled transport partnerships, and alternative logistics providers.
Wildfire	Acute	Short, Med, Long	Downstream, Direct operation, Upstream	Low-Med	Increasing wildfire frequency in California threatens Bio-Techne's operations through direct damage to infrastructure and smoke infiltration, compromising clean rooms and equipment. Indirect impacts include power outages and poor air quality.	Mitigation measures include fire safety assessments, infrastructure upgrades (sprinklers, fire screens), and expanded backup power. Emergency protocols and flexible work arrangements support workforce safety and continuity. Contingency planning addresses supply chain vulnerabilities through task forces focused on backup power, alternative storage, and transportation for temperature-sensitive materials.
Storm	Acute	Short, Med, Long	Downstream, Direct operation, Upstream	Med	Severe storms can disrupt Bio-Techne's supply chain by damaging infrastructure, delaying shipments, and limiting access to raw materials—especially those with short shelf life or strict temperature needs. These delays can cascade, affecting production schedules and customer deliveries.	Bio-Techne prepares for severe storms through infrastructure maintenance (roof, window, gutter inspections, winterization) and backup generators at key sites. Emergency protocols support shelter-in-place and remote work, with efforts to standardize responses across sites. Supply chain resilience includes safety stock and alternative carriers to reduce transportation delays, ensuring production continuity and timely deliveries.

TABLE 2.

Physical Risks Business Impact and Mitigation Strategies Summary *(continued)*

Risk	Risk Type	Time Horizon	Value Chain Impact	Impact Rating	Potential Business Impact	Current Mitigation Actions
Flood	Acute	Short, Med, Long	Downstream, Direct operation, Upstream	Low to Med	Fluvial flooding poses severe risks to Bio-Techne, potentially halting operations at affected sites. Extreme events can damage equipment and, in severe cases, cause structural losses.	Flood risk management at Bio-Techne emphasizes monitoring and preparedness, as most sites face low risk, with a few in higher-risk areas. Emergency protocols support workforce safety and continuity through remote work and operational adjustments. Supply chain resilience relies on safety stock for critical materials, while ongoing monitoring of site conditions and regional trends enables rapid scaling of mitigation measures if risks increase.
Drought	Acute	Short, Med, Long	Direct operation	Low	Bio-Techne is not a water-intensive business, but some sites are in drought-prone regions. Prolonged drought may trigger community water restrictions, operational adjustments, and supply chain impacts.	Most Bio-Techne sites face low drought risk, with a few exceptions. Mitigation efforts focus on reducing water dependency through process reviews, source diversification, and reuse systems to improve efficiency and minimize vulnerability. Ongoing monitoring ensures readiness for potential supply chain disruptions in raw materials or logistics.
Heavy Precipitation	Acute	Short, Med, Long	Downstream, Direct operation, Upstream	Low to Med	Intensified heavy precipitation can disrupt Bio-Techne's operations, causing supply chain delays, downtime, and infrastructure damage—similar to storm impacts.	Bio-Techne manages heavy precipitation risks through annual maintenance of roofs, drainage, and structural components to prevent water intrusion and maintain building integrity. Emergency protocols and flexible work arrangements support workforce safety and continuity. While supply chain impacts have not occurred, ongoing monitoring ensures quick response to emerging vulnerabilities.
Subsidence	Acute	Short, Med, Long	Direct operation	Low	Land subsidence threatens Bio-Techne facilities in areas with groundwater depletion or unstable soils, causing structural damage like foundation cracks that can compromise clean rooms and controlled environments.	Subsidence risk is limited to one site and managed through early detection and responsive maintenance. Routine inspections monitor structural changes, with potential improvements like soil stability sensors under review. Employee and supply chain impacts are minimal, but ongoing monitoring ensures readiness if conditions change.

Transitional Risk Overview

Bio-Techne's approach to assessing transition risks builds on results from the recent Double Materiality Assessment and uses scenario analysis to evaluate how policy, market, and technology shifts may affect its business over time. Drawing on global scenarios from trusted sources such as IEA and NGFS, this exercise compares a current-policy pathway with a net-zero pathway to gauge transition pressures, prioritize material risks, and identify mitigation actions that strengthen long-term climate resilience.

TABLE 3.

Transitional Risks Business Impact and Mitigation Strategies Summary

Risk	Risk Type	Time Horizon	Value Chain Impact	Impact Rating	Potential Business Impact	Current & Future Mitigation Actions
Rising Energy Costs for Facility Operations	Market	Short, Med, Long	Own Operations	Medium	Bio-Techne's labs and production sites depend on stable energy, especially natural gas, for environmental controls and continuous operations. Rising and volatile energy prices could increase costs and limit operational flexibility. While short-term exposure is moderate, risk is expected to grow by 2040–2050 with carbon pricing and fossil fuel cost increases. Natural gas reliance also challenges decarbonization, requiring efficiency measures and energy-transition investments.	In 2025, Bio-Techne transitioned its Minneapolis HQ to run on 100% renewable electricity and has set site reduction targets in line with ISO14001 certification. To meet science-based targets to be publicized in 2026, Bio-Techne plans to reduce natural gas consumption and increase site electrification. Site roadmaps will include plans to electrify systems, adopt high-efficiency technologies, explore on-site renewable energy generation and storage, and integrate energy-cost and carbon-price assumptions into facility design to boost resilience and cut costs.
Competitive Disadvantage in Climate Adaptation	Reputational	Med, Long	Upstream, Own operation, Downstream	Medium	As adaptation and decarbonization accelerate, early movers gain advantages with customers, investors, and employees. While near-term risk of falling behind is low, it may grow as standards and expectations rise. Lagging in emissions reduction, clean technology, or sustainability reporting could harm reputation and growth. Demonstrating progress on adaptation and decarbonization will be critical to maintaining trust and competitiveness.	Bio-Techne benchmarks industry strategies and emissions intensity, maps sustainability-sensitive segments, and has expanded reporting via CDP, TCFD, and ISSB. The company plans to use scenario planning to assess demand shifts, engage stakeholders, and develop a transition plan with interim targets for operations and Scope 3. Collaboration with procurement and R&D will drive lower-carbon inputs and packaging to maintain competitiveness as expectations rise.
Regulatory Environmental Non-compliance & Penalties	Policy & Legal	Short, Med, Long	Upstream, Own operations	Medium	As climate policies tighten, Bio-Techne faces growing regulatory risks, including penalties, mandatory emissions reporting, and carbon-pricing requirements. Current compliance risk is low, but future rules may add reporting and reduction obligations. Sites reliant on fossil fuels or lacking robust data systems could face fines, reputational impacts, or unexpected capital costs.	Bio-Techne scans regulations, inventorying obligations, and assesses site readiness for future requirements like Scope 1–2 reporting and energy audits. Emissions mapping and auditable data systems aligned with industry frameworks are underway, with third-party assurance under review. Next, Bio-Techne will implement a compliance roadmap with facility-level targets, transition investments, and embed oversight into Board governance to stay proactive and prepared.

TABLE 3.

Transitional Risks Business Impact and Mitigation Strategies Summary *(continued)*

Risk	Risk Type	Time Horizon	Value Chain Impact	Impact Rating	Potential Business Impact	Current & Future Mitigation Actions
Loss of Business to More Sustainable Competitors	Market	Long	Own operation, Downstream	Medium	Sustainability expectations increasingly influence customer procurement, especially in carbon-sensitive markets. Competitors with lower emissions and stronger sustainability credentials may gain market share. While near-term revenue risk is low, it could rise as major customers tighten decarbonization goals and supplier requirements. Large pharma and biotech firms already use sustainability thresholds, a trend expected to grow through 2040. Maintaining competitiveness will require transparent emissions data, credible targets, and progress on decarbonization.	Bio-Techne aligns with customer climate expectations by identifying sustainability-sensitive accounts, analyzing procurement tools, and embedding sustainability into engagement materials. In the future, Bio-Techne will explore product carbon footprint (PCF) data collection and pilots to cut emissions of high-impact products and packaging. Next steps: deepen customer collaboration, integrate climate into brand and R&D, and maintain proactive monitoring and transparent reporting to manage growing market risk.
Obsolescence from Rapid Energy Tech Changes	Technology	Med, Long	Upstream, Own operations	Medium	The global energy transition is accelerating adoption of renewables, electrification, and storage. This creates a risk that current systems may become outdated or misaligned with future standards. Equipment installed before its lifecycle ends could face incompatibility, leading to stranded assets, reinvestment, or integration issues. While near-term risk is low, exposure is expected to grow through 2040–2050 as innovation and policy favor newer technologies.	Bio-Techne is reviewing energy systems for lifespan, modularity, and electrification potential, and creating design guidelines for flexible, low-carbon facilities. Engagement with providers and consortia supports access to emerging technologies. Future plans include hybrid systems, battery-ready solar, and energy-as-a-service models to reduce capital lock-in and minimize stranded-asset risk as the energy landscape evolves.
End-of-life Waste Mismanagement Risks	Policy & Legal	Short, Med, Long	Upstream, Own operation, Downstream	High	Bio-Techne's products and packaging generate end-of-life waste, which is increasingly regulated. Limited circularity, especially plastics, could lead to compliance costs, reputational risk, and business loss as landfill and waste rules tighten. New regulations such as PPWR, ESPR, and EPR will raise complexity and costs, particularly in the EU, where key customers drive significant revenue. While current exposure is manageable, risk will grow through 2040–2050 as circular-economy laws expand globally.	Bio-Techne monitors regulations like EPR and plastic bans and explores options to redesign packaging to reduce volume and improve recyclability. Completed projects include converting plastic vial tubs to paperboard. The company is formalizing cross-functional workstreams to integrate regulatory and sustainability requirements into new product innovation and procurement processes.

TABLE 3.

Transitional Risks Business Impact and Mitigation Strategies Summary *(continued)*

Risk	Risk Type	Time Horizon	Value Chain Impact	Impact Rating	Potential Business Impact	Current & Future Mitigation Actions
Non-compliance with waste management regulations	Policy & Legal	Short, Med, Long	Own operation, Downstream	Medium	Global waste regulations are tightening, targeting landfill emissions, hazardous materials, and industrial by-products. Misalignment with evolving standards—such as stricter reporting, methane reduction, or disposal limits—could raise compliance risk. While current exposure is low, risk will grow in regions with aggressive policies such as California, the EU, and Canada. Non-compliance could lead to fines, reputational damage, or operational delays.	Bio-Techne is reviewing compliance across jurisdictions, monitoring new waste regulations, and strengthening site-level controls. Next steps include a centralized compliance-tracking tool, escalation process for emerging risks, and standardized waste-data systems to improve traceability and audit readiness. These actions will ensure consistent compliance and reduce exposure to penalties or operational limits as global standards tighten.
Insufficient product sustainability data readiness	Reputational	Short, Med, Long	Upstream, Own operation	High	Growing demand from customers, regulators, and investors for product-level sustainability data creates risk if Bio-Techne cannot provide credible, auditable information on emissions, material circularity, and environmental impacts. Future procurement and reporting frameworks will require detailed data aligned with GHG Protocol and ISO 14040 standards. Lack of preparation could limit access to key accounts, delay participation in sustainability-linked tenders, and increase reputational or compliance risk, especially in the life sciences industry where transparency is critical.	Bio-Techne is in the process of building a product sustainability data program by mapping key categories, auditing current data, and surveying customers. The company is establishing a baseline covering 67% of Scope 3 emissions. Next steps include collecting missing data, centralizing information, creating governance roles, and training teams to share sustainability data in customer engagements. These actions will enable reliable, verifiable product-level disclosures.

Risk Management

Bio-Techne is integrating climate-related risks into its broader enterprise risk management framework to ensure that both transition and physical climate risks are evaluated alongside other business risks. The company's risk processes include identifying, assessing, and prioritizing material climate-related exposures that could affect operations, supply chains, or financial performance.

Risk Identification and Assessment

The process for identifying and assessing climate-related risks builds on Bio-Techne's 2024 Double Materiality Assessment, which evaluated environmental, social, and governance impacts. Climate change was identified as a key enterprise risk through this process, leading to Bio-Techne's first enterprise-scale Environmental, Health and Safety and Climate Risk Assessments in 2025.

The Climate Risk Assessment evaluates both physical and transition risks, selected based on scientific sources, including IPCC reports, national climate assessments, and alignment with CSRD-listed hazards. Subject matter experts evaluate these hazards for relevance to Bio-Techne's operations, supply chain, and strategic objectives.

Consideration of Regulatory and Market Drivers

Emerging and existing regulatory requirements are a key consideration in Bio-Techne's transition risk analysis. The company monitors developments such as disclosure regulations and extended producer responsibility (EPR) frameworks that may influence operational or financial exposure.

Bio-Techne's assessment also considers stakeholder and market expectations, including customer procurement standards and investor sustainability requirements, related to emissions transparency.

Cross-functional teams including Legal, Product Stewardship, Operations, Supply Chain, and Sustainability, supplemented by external advisors, evaluate climate-related regulatory changes in key jurisdictions, such as the U.S., E.U., and Canada, to assess the potential scale and timing of compliance impacts and feed insights into the risk review process.

Risk Prioritization and Management

Bio-Techne manages climate-related risks through processes aligned with its risk management framework. A standardized likelihood-and-impact scoring method, originally developed through the Double Materiality Assessment, is applied to each identified risk to evaluate projected severity and likelihood under selected climate scenarios. Scores are combined with qualitative insights on the operational, financial, and strategic significance of affected sites and function to produce an overall exposure rating. This rating enables consistent comparison of climate risks with other enterprise risks and helps determine which warrant active mitigation or monitoring.

Materiality determinations are informed by these exposure ratings and reviewed by management to focus attention on risks most likely to affect business continuity, cost structure, or long-term competitiveness. Depending on magnitude and feasibility, Bio-Techne applies a mix of mitigation, control, or acceptance strategies. Physical risks are addressed through site-level resilience and continuity planning, while transition risks are managed through regulatory monitoring, data-system improvements, and operational efficiency measures.

Through this approach, as needed climate-related risks are identified, prioritized, and managed within the same governance and reporting structure as other enterprise risks, with oversight from the Sustainability Oversight Council and integration into ongoing strategic, capital-planning, and risk-review processes.

Metrics and Targets

GHG Emissions

Bio-Techne tracks and publicly discloses its Scope 1 and 2 greenhouse gas (GHG) emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, using an operational control boundary. Annual emissions have been reported publicly for the past several years, providing transparency on the company's carbon footprint and progress toward decarbonization.

TABLE 4.

Emissions by Scope

Emissions by Scope (in tCO2e)	2021	2022	2023	2024
Scope 1 –	2,684	3,781	3,001	3,026
Scope 2 – Location-Based	12,694	13,812	14,565	15,486
Scope 2 – Market-Based	-	-	-	15,909

TABLE 4.

Emissions by Source

Emissions by Source (in tCO2e)	2024
Electricity (market-based)	14,160
Natural Gas	3,405
Refrigerant	642
District Heat	616
Diesel	36
Gasoline	60
Propane	16

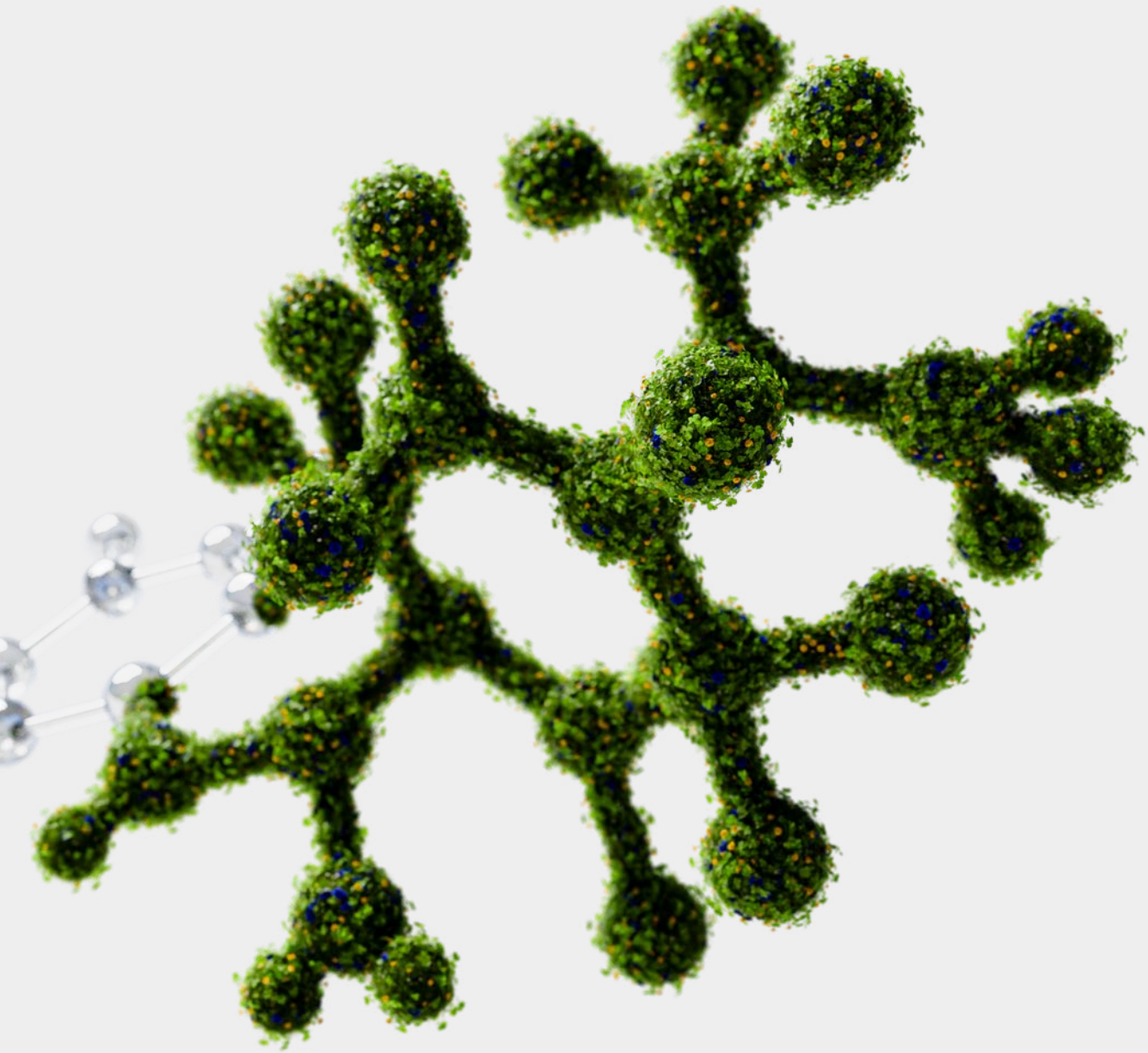
Work is underway to calculate Bio-Techne's Scope 3 emissions across major value chain categories, including purchased goods and services, upstream transport, and operational waste. The resulting data will guide the development of reduction strategies and future Scope 3 targets once boundaries are confirmed, with reporting scheduled to begin in the 2026 Corporate Sustainability Report.

Targets and Performance

Bio-Techne has committed to setting science-based targets (SBTs) covering Scopes 1, 2, and 3 GHG emissions, aligned with limiting global warming to 1.5°C. The company signed a letter of commitment to the Science Based Targets initiative (SBTi) in 2024 and will submit its validated targets by 2026.

Once approved, the SBTs will be embedded into existing management and performance-tracking systems. The company plans to integrate performance against these targets into its annual operational reviews, budget cycles, and sustainability reporting, ensuring that climate progress is monitored alongside other enterprise metrics.

Progress toward emissions reduction will continue to be monitored through annual Scope 1 and 2 disclosures, the expansion of renewable-energy sourcing, and operational efficiency initiatives across Bio-Techne's global sites.



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