CORPORATE SUSTAINABILITY REPORT 2020
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CAUTIONARY STATEMENTS

This Report contains “forward-looking statements” within the meaning of the federal securities laws. Except for historical information contained herein, the statements in this presentation are forward-looking and made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements made herein relate to, among other things, future activities and improvements and initiatives, business strategies and other matters. Such statements can be identified by words such as: “expected,” “expects,” “expect,” “would,” “will,” or similar references to future periods. Forward-looking statements are neither historical facts nor assurances of future performance. Instead, they are based only on our current beliefs, expectations and assumptions regarding the future of our business, future plans and strategies, projections, anticipated events and trends. Because forward-looking statements relate to the future, they are subject to inherent uncertainties, risks and changes in circumstances that are difficult to predict and many of which are outside of our control. Actual results could differ materially from those stated or implied in the forward-looking statements. For a list of factors, risks and uncertainties which could make our actual results differ from expected results, please see our latest Annual Report on Form 10-K. We undertake no obligation to publicly update any forward-looking statement, whether written or oral, as a result of new information, future developments or otherwise.
A MESSAGE FROM CEO
CHUCK KUMMETH

Bio-Techne is a global leader in developing innovative tools to enable scientific and drug discoveries and improve efficiencies in academic, biopharmaceutical and clinical research labs. Our principles of Empowerment, Passion, Innovation and Collaboration (EPIC) govern how we move science forward and position our business for long-term growth and profitability. These EPIC principles also form the foundation for how we develop our employee culture, aim to reduce the impact our company has on the environment, and improve the communities in which we live and work.

Since I joined as CEO in 2013, our company has enjoyed tremendous growth, increasing from approximately $300 million in fiscal 2013 revenue to over $700 million in fiscal 2020, and from 780 employees to approximately 2,300 over the same period. I am extremely proud of the talented, motivated and creative team we have assembled, both from the legacy business and those joining through acquisitions.

Our fiscal year 2020 started out strong but changed quickly as the global COVID-19 pandemic unfolded, initially in China, but soon spreading throughout the world. While this pandemic created unforeseen challenges, it also presented unique opportunities for our business. Our teams quickly identified products in our current portfolio that might be useful in tackling the pandemic. We also pivoted our development teams to work on products supporting COVID-19 research, including recombinant proteins and antibodies to understand the biology of the virus and enable the development of potential vaccines and therapeutics. We also partnered with a Mount Sinai-led venture (Kantaro Biosciences) to manufacture and commercialize a novel COVID-19 serology assay to assist with the global effort to reopen our economies. This was a truly EPIC effort by the team.

Our Company also takes an EPIC approach to supporting our communities, including active sponsorship of the Science Museum of Minnesota, one of the leading science museums in the US. We are inspiring the next wave of women scientists with our annual support of the Girls, Science & Technology event at the Museum. More broadly, we give all employees paid time off to volunteer in their communities.

We continue to drive toward sustainability, focusing our efforts on energy, water, raw materials and natural resources conservation, while lowering our waste. Operating with environmental and corporate integrity is the best way to generate the highest quality products and position our company for the future.

This inaugural Corporate Sustainability Report highlights the ways Bio-Techne is making a difference for our customers, shareholders, employees, and society overall. We are truly on an EPIC mission.

Charles Kummeth

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. In fiscal 2020, our portfolio of life science tools and diagnostic solutions generated over $739 million in revenue with approximately 2,300 employees globally.

OUR IMPACT ON HUMANKIND

The reagents and analytical tools Bio-Techne researches, develops and ultimately commercializes enable academic and biopharmaceutical researchers to investigate the biomechanics of chronic and often deadly diseases, such as cancer and Alzheimer’s disease. The insights generated by this research form the foundation for the development of potential therapeutics to treat these conditions. Bio-Techne’s portfolio of life science tools have been cited in over 64,000 research publications, supporting scientific breakthroughs and the development of numerous innovative therapies. To Bio-Techne, furthering science is not just core to our business; it’s one of the ways we give back to society and humankind.
Bio-Techne continuously strives to improve the employee experience. Our annual engagement survey is distributed globally and assesses the employee experience in terms of our EPIC values. There is space for open-ended employee feedback which informs future employee-focused initiatives. The success of these efforts is evident in the results from 68% of our employee population who participated in the most recent survey:

- 86% of employees feel Empowered to do their job
- 89% of employees have Passion for their work
- 90% of employees feel they can Innovate at work
- 90% of employees Collaborate across and within teams

Our regular 1:1 performance conversations and our annual review processes incorporate the EPIC values. Each employee is measured against the behaviors and attributes that support those values.

- We have an annual employee recognition program in which we ask for nominations and recognize winning individuals and teams from across our global business who have best put our EPIC values in action during the previous year.
- Global employee-led EPIC teams and committees organize and sponsor various employee activities and events to foster EPIC values.

Ongoing learning is critical to drive science forward, keep our employees engaged and grow our business. To accomplish this, Bio-Techne offers seminars in the latest scientific methods and research with our exceptional internal leaders, as well as invited guest speakers from the scientific community. We offer periodic informal training and inter-departmental symposia on topics of interest to the broader employee population.
Bio-Techne also invests in developing management to support internal promotions and strengthen our leadership team. On an annual basis, Bio-Techne brings 20 of our best performing senior managers and directors for a week-long leadership program during which they learn from each other and executive management about leadership and solve case studies from the business.

Additional opportunities for growth include programs for Emerging Leaders, career development conversations with our Human Resources team, and topical seminars/webinars in response to immediate concerns and requests from employees. We identify several management teams each year who are provided with 360-degree feedback resulting in personalized development plans and ongoing coaching. We run a leadership initiative globally each year focusing on one aspect of leadership, and we have a global mentoring program and extensive e-learning opportunities for all employees.

DIVERSITY AND INCLUSION

We owe each other honesty, respect and fair treatment; we treat others as we want to be treated. This forms the basis of our commitment to one another and is the foundation of Bio-Techne’s past and future success.

To maintain that shared commitment, and to attract and retain talented individuals, it is vital that we have a supportive, professional and respectful work environment. This respectful environment not only helps Bio-Techne succeed; it also creates the setting for each of us to thrive and reach our full potential.

We follow laws prohibiting discrimination based on a person’s race, color, gender, national origin, age, religion, disability, veteran status, marital status, sexual orientation or other protected characteristics. We are committed to recruiting from a wide talent pool in order to bring together employees with a variety of backgrounds, skills and cultures. Combining such a wealth of talent and resources creates the diverse and dynamic teams that consistently drive our results. Our colleagues, job applicants and business partners are entitled to respect and are celebrated for their demonstrated skills and achievements. We are proud of the diverse and inclusive culture we cultivate, and we are committed to continuous improvement.

Globally, our employee population is almost evenly split by gender:

- Female: 50%
- Male: 50%

Similarly, the following chart shows the race/ethnicity data for management in the U.S.:

- Asian: 16.4%
- White: 74.4%
- Hispanic or Latino: 4.3%
- Two or More Races: 2.6%
- Black or African American: 0.5%
- Native Hawaiian or Other Pacific Islander: 1.8%

With approximately 2300 employees globally, about 1800 of our employees live and work in the United States. This chart includes self-reported race and ethnicity information for those 1800 U.S. employees:

- Asian: 21.3%
- White: 63.4%
- Hispanic or Latino: 4.6%
- Two or More Races: 7.0%
- Black or African American: 0.5%
- American Indian or Alaska Native: 3.0%
- Native Hawaiian or Other Pacific Islander: 0.2%

Diversity and Inclusion Committee charged with helping us identify areas of improvement and providing guidance and thought leadership on those topics.

EMPLOYEE SAFETY, HEALTH AND WELL-BEING

We are committed to providing a safe work environment for all of our employees. In the past fiscal year, we have had only 40 workplace safety incidents, all of which were minor.

The well-being of our employees is something we are constantly working towards improving. Bio-Techne employees have free access to our Employee Assistance Programs, offering extensive resources for a multitude of personal challenges and situations. In many of our locations, we also have on-site workout facilities, basketball courts, bocce ball courts, table tennis and numerous other activities and opportunities for employees to engage in active breaks from work and socialize in an informal setting with colleagues.
PILLAR TWO: OUR COMMITMENT TO OUR COMMUNITIES

EMPLOYEE SUPPORT
Giving back to our communities is core to who we are. All employees are encouraged and permitted to use up to 8 hours of paid time each year to engage in community service. In 2019, Bio-Techne employees devoted over 2,086 volunteer hours to non-profit organizations in our global communities through this program. Many of our employees go well above and beyond this corporate commitments by supporting additional philanthropic efforts.

In the Fall of 2020, we will be beginning to work with several public schools in Minneapolis, home to our headquarters and largest site. We plan to focus on schools with diverse student populations as well as those from lower income families. Our goals are to work with local educators to inspire students to develop a love of science, to provide financial support to school projects and other student needs, to provide meaningful volunteering opportunities for our employees, all with the hope that some day, we will welcome students from those schools as interns and employees into our business.

SITE AND DEPARTMENT SUPPORT
Individual departments and sites throughout the world make volunteering an integral part of their team meetings and team-building efforts, uniting teams of employees to serve their communities.

CORPORATE SUPPORT
As a company, Bio-Techne also supports several philanthropies at the corporate level. For many years, we have supported research on children’s cancer, science education and enrichment programs for children, particularly for girls and minorities, the United Way, and the Science Museum of Minnesota, where our headquarters is located.

Annual Giving Campaign
We use a distributed model in our approach to supporting our communities – each site is encouraged to identify local philanthropies and issues of significance to and interest by local employees. We sponsor an annual Giving Campaign Week each Fall, and sites choose how to participate.

At our headquarters site in Minneapolis, for the past five years our employees have participated in an annual campaign to support the United Way. In 2019, for the first time we invited employees at other U.S. sites to also participate if they wished. The campaign has included a week of activities that provide opportunities to learn about the non-profits who receive United Way funds and to raise money with fun, creative activities.

In 2019, employees from employees in nine of our US locations participated and the Company matched their pledges. We collectively raised almost $70,000 for seven different local branches of United Way. Other sites chose different recipients. By way of example, our site in San Marcos chose to fundraise for YWCA during 2019 Campaign Week and our site in Bristol focused their fundraising on mental health charities.
Since December 2019, we began using Solar Energy as part of an energy reduction plan within the state of Minnesota, USA. We also changed all lighting in our Minneapolis, Minnesota 800,000 sq ft campus to LED lighting in December 2017. Through the environmental management system (EMS), we have met or exceeded targets to increase the percentage of our energy supply coming from renewable sources.

**PILLAR THREE: OUR COMMITMENT TO THE ENVIRONMENT**

At Bio-Techne, we believe in responsible environmental stewardship and are committed to having a positive environmental impact.

**OUR COMMITMENT**

Bio-Techne is passionate about minimizing its environmental impacts, conserving natural resources, and providing effective stewardship of the environment. Environmental management is an integral core value and a vital part of the Bio-Techne EPIC culture.

This includes:

- Meeting or exceeding pertinent environmental regulations.
- Continually improving the environmental management system.
- Providing training to ensure awareness of environmental issues and collaborate to improve the Company’s performance relevant to resource reduction and pollution prevention.
- Empowering employees to minimize waste and promote pollution prevention through the effective use of innovative environmental technologies, internally and externally focused recycling initiatives and practices.
- Environmental, Health, and Safety (EHS) is managed site-by-site by the EHS departments and tracked at the corporate level to spot trends and implement training programs.
Raw materials and natural resource management

- Efforts have been made to reduce non-hazardous packaging waste. Reusable, renewable, and recycled materials are designed into our products wherever possible.
- We apply a Green Purchasing Policy when selecting raw materials and material vendors. We consider: toxicity, longevity, reduced packaging, ability to be recycled, ability to be maintained, energy efficiency, recycled content and use of materials from renewable resources.
- All E-waste, lead, and silver waste streams are collected and recycled for metal extraction.
- Our product formulations have been amended to reduce or eliminate mercury, sodium azide, and other hazardous materials from our products.
- Chemical substitution is applied where possible to replace hazardous materials with non-hazardous (i.e. Photographic Chemicals).

Waste management

- In 2019, Bio-Techne decommissioned our Radiation Lab. We are 100% radiation free across the entire company. Exposure to radioactivity and the risk of release of radioactive waste to the environmental has been eliminated.
- E-waste, non-regulated waste, florescent bulbs waste – all have been significantly reduced.
- Paper usage has been reduced, by implementing policies to increase electronic correspondence, develop and encourage the use of electronic forms and set printers/copiers to automatic double-sided copying, purchasing recycled paper for printers.
- We have partnered with Waste Management to implement an active single-source recycling program.

A few Specific Projects

- Volatile Organic Compounds (VOC) and Hazardous Waste Reduction Project
  - This project resulted in the reclassification from Large Quantity to Small Quantity Generator status.
  - A major hazardous waste stream was eliminated.
  - 220 gallons/month has been diverted from disposal via incineration.

The water management project assessed current water usage and looked for changes that would decrease that usage. The resultant engineering change was the installation of a chilled water loop for specialized equipment to reuse water. We implemented the changes and documented decreases in water and energy usage.

We have been recycling for more than 15 years at our company. Our recycling program was reassessed and changed to a one-source recycling program in Jan 2020.


Weekly Kanban meetings help to manage and measure our improvements.
GOVERNANCE

The Board of Directors is Bio-Techne’s governing body, with responsibility for oversight, counseling and direction of management. The Board’s goal is to create long-term value for Bio-Techne’s shareholders and ensure the vitality of the Company for its customers, employees and other stakeholders. To achieve this goal, the Board routinely monitors both the performance of the CEO and the company as a whole. It also partners with the leadership team in the strategic planning process. The Board regularly undertakes an in-depth review of management’s long- and short-term strategic plan, and periodically provides input as the strategy is implemented and evolves.

The Board has adopted Principles of Corporate Governance applicable to all directors, which can be found on the Investor Relations page of our website at www.bio-techne.com.

The Principles describe the Company’s corporate governance practices and policies and provide a framework for the governance of the Company. Among other things, they require a majority of the members of the Board to be independent directors and require candidates for director to meet minimum qualifications. The Principles also specify that the Company shall maintain Audit, Executive Compensation and Nominations and Governance Committees which consist entirely of independent directors.

Bio-Techne adheres to the governance best practices noted below. We believe these practices form an important foundation for actions and decisions of management and the Board in the best interests of our shareholders.

GOOD GOVERNANCE PRACTICES:

Independent Board • 8 of 9 directors are independent

Leadership • The roles of chair and CEO are currently split, with the chair being an independent director
• Balance of industry, scientific and functional expertise among directors
• Each committee is made up solely of independent directors
• Annual Board and committee evaluation process, as well as periodic individual director assessments
• Director tenure policy led to refreshment of three Board seats in the past two years

Shareholder Rights • Annual election of directors
• Majority vote standard in uncontested elections, with resignation policy
• No shareholder rights plan
• No supermajority voting provisions
• Shareholders holding 10% or more of our outstanding stock have the right to call certain special meetings

For more information regarding Bio-Techne’s governance structure, please refer to the Company’s most recent proxy filed with the U.S. Securities and Exchange Commission and posted at the Investor Relations page at www.bio-techne.com.
CODE OF ETHICS AND BUSINESS CONDUCT

Bio-Techne is committed to ethical and legal conduct. We do not condone actions or behaviors that are inconsistent with our values or that violate our Code of Ethics. Our Code provides guidance and resources for adherence to these ethical standards and protect our reputation.

All employees, officers and directors must follow our code. It applies to everyone, regardless of their position or tenure. Bio-Techne’s Code of Ethics and Business Conduct is available here.


Bio-Techne also partnered with industry leader EthicsPoint to maintain a 24/7 Ethics Hotline. Any employee, supplier, customer or other stakeholder may report any concerns or allegations of violations of the Company’s Code of Ethics and Business Conduct. Concerns may be submitted anonymously or not. The Hotline information is here.


OUR DISTRIBUTORS

Bio-Techne seeks to have its distribution partners globally comply with its Code of Ethics and Business Conduct, and particularly laws and regulations prohibiting bribery and other corrupt practices. We ask our partners to certify their adherence to such requirements and conduct occasional reputational checks and other audit procedures to verify compliance.


We also ask that our suppliers adhere to these standards. We work with our suppliers to meet these requirements, as captured in our Supplier Code of Conduct here.


We also adhere to relating to the use of “conflict” minerals, namely, tin, tungsten, tantalum and gold that originate in the Democratic Republic of Congo or adjacent countries. We seek to have our suppliers comply with these requirements as well. We file a report annually, the latest of which can be found here.


OUR SUPPLIERS

Our commitment to integrity and operational excellence extends to our suppliers. We are committed to global human rights for all. See Bio-Techne’s Statement of Modern Slavery & Human Trafficking here.
