
Promega
Corporate responsibility
Promega Corporate Responsibility Report 2012
Corporate mind
Product reach
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Introduction

For more than 30 years, Promega has consistently integrated the values of corporate responsibility and sustainable business practices into all aspects of our corporate culture and activity. We realize that our success depends upon the sustainable connections we forge among our people, the natural environment and the communities where we work.

We take pride in creating products and solutions that allow scientists to ask new questions, address emerging problems in global health, and respond to changing environments. In addition to supporting the scientific community with our innovative products, technologies and service, we also support our local communities in the areas of education, wellness and the arts. At Promega we realize that while sustained business growth supports communities economically, being a responsible corporate citizen requires more than being responsive to the bottom line. It requires an ethic of care for the community, the people and the natural environment in which we live.

In 2012, Promega reduced its carbon footprint by 1%. We consider the value of this 1% in tons of carbon emissions not emitted and find it to be "significant"…but how exactly? What is it that makes these reductions "significant"? For whom and how will they be significant? The naturalist John Muir once commented, "When one tugs at a single thing in nature, he finds it attached to the rest of the world." So, when we tug at carbon emissions, reducing them by 1%, that small change may well have far reaching effects.

The tiniest incidents are often the start of dramatic events and creations—calcium ions are released when a sperm cell contacts the outer layer of an egg initiating a series of events, ultimately leading to fusion of genetic material to create a new organism; a microorganism changes a single protein on its surface and a new disease emerges, scientists isolate the organism and study its biology, and a future population is vaccinated and protected; two gas clouds collide to produce a star, and the first stars in a galaxy are formed. Each of these futures begins with small happenings, followed by incremental steps and understanding until the new future is realized. Yesterday, today and tomorrow are connected. What we do today, even the smallest things, will affect tomorrow.

William A. Linton,
Chairman and CEO

"Yesterday, today and tomorrow are connected.
What we do today, even the smallest things, will affect tomorrow."

At Promega, we believe that as a result of being mindful today, this 1% reduction will help future generations. Although we cannot know for certain what the future will bring, we can imagine how our reduction in carbon footprint will improve it. Here is where our imagination and curiosity become so essential in appreciating how our actions today may impact the future. It's our responsibility to ensure the effect of our actions is a positive one.

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Overview

Promega Corporation (corporate headquarters located in Madison, Wisconsin, USA) has a large global presence including branch offices in 15 different countries as well as manufacturing facilities in San Luis Obispo and Sunnyvale, California, USA; Shanghai, China; and Seoul, South Korea. Over the last year we experienced substantial growth, with revenues up more than 12% to 318 million dollars (US) and a headcount increase of 2%. Promega has 1,223 full-time positions worldwide, and 46% of full-time employees are women.

Our business and employee presence globally is critical to our success. Over 50% of our revenue comes from outside North America. Our international colleagues and customers help us understand the importance of thinking globally in everything we do at Promega, from supporting our products and customers as it relates to global packaging, to designing marketing materials and providing technical support. Each market has unique needs, and we are mindful of where do we need to customize and where we want to have a common look and feel.

"Our corporate colleagues in Madison ensure that the views and needs of Promega's international branches are taken into consideration when developing plans in key areas of the company's operation. This gives Promega a truly global outlook and fosters strong working relationships with colleagues around the globe."

—Ghislaine Samways, General Manager Promega Australia

Future Investments

Promega continues to invest in research and development to strengthen the new product pipeline and expand technical capabilities, increasing the ability to meet customer needs and generate long-term growth. In 2012, investment in research increased 8% over the prior year. These investments in research and development resulted in 31 new products in 2012 including a novel luciferase, NanoLuc® luciferase, which *The Scientist* named as a 2012 Top 10 Innovation. New products are driving strong growth in our cellular analysis, genetic identity and integrated solutions product lines.

In 2012, Promega also made significant investments in infrastructure and additional capabilities. Implementation of SAP continues globally with key distribution branches in the UK and Germany online and initiation of all European sales branches in process. With global implementation, Promega will have a fully integrated efficient system to allow continued growth.

Construction continues on a state-of-the-art cGMP facility on the Madison campus that will provide the ability to manufacture high-quality IVD products. This building is scheduled to be completed in the fall of 2013. In November, Promega celebrated the opening of a new facility for its China operations. It will provide additional research, development and cGMP manufacturing capabilities for molecular diagnostics products for the Chinese market.

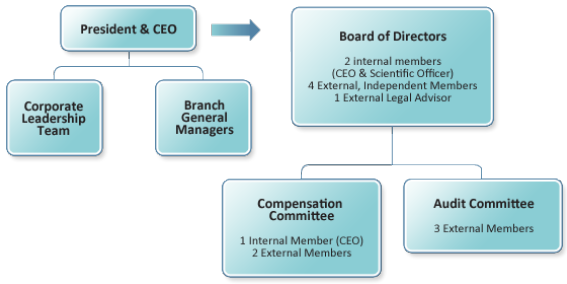
These are just a few of the investments that keep Promega poised for sustainable success far into the future.

"This recent investment in the new Shanghai cGMP manufacturing facility represents Promega's continued commitment to life science in China."

—Promega CEO Bill Linton

Corporate Governance

Promega is governed by a Board of Directors, the Corporate Leadership Team and global Branch Managers. As the guiding force of the company, these groups are responsible for setting company strategy and providing organizational oversight. This group in total comprises 32 individuals; 28% of which are women.



Promega Corporate Mission Statement.

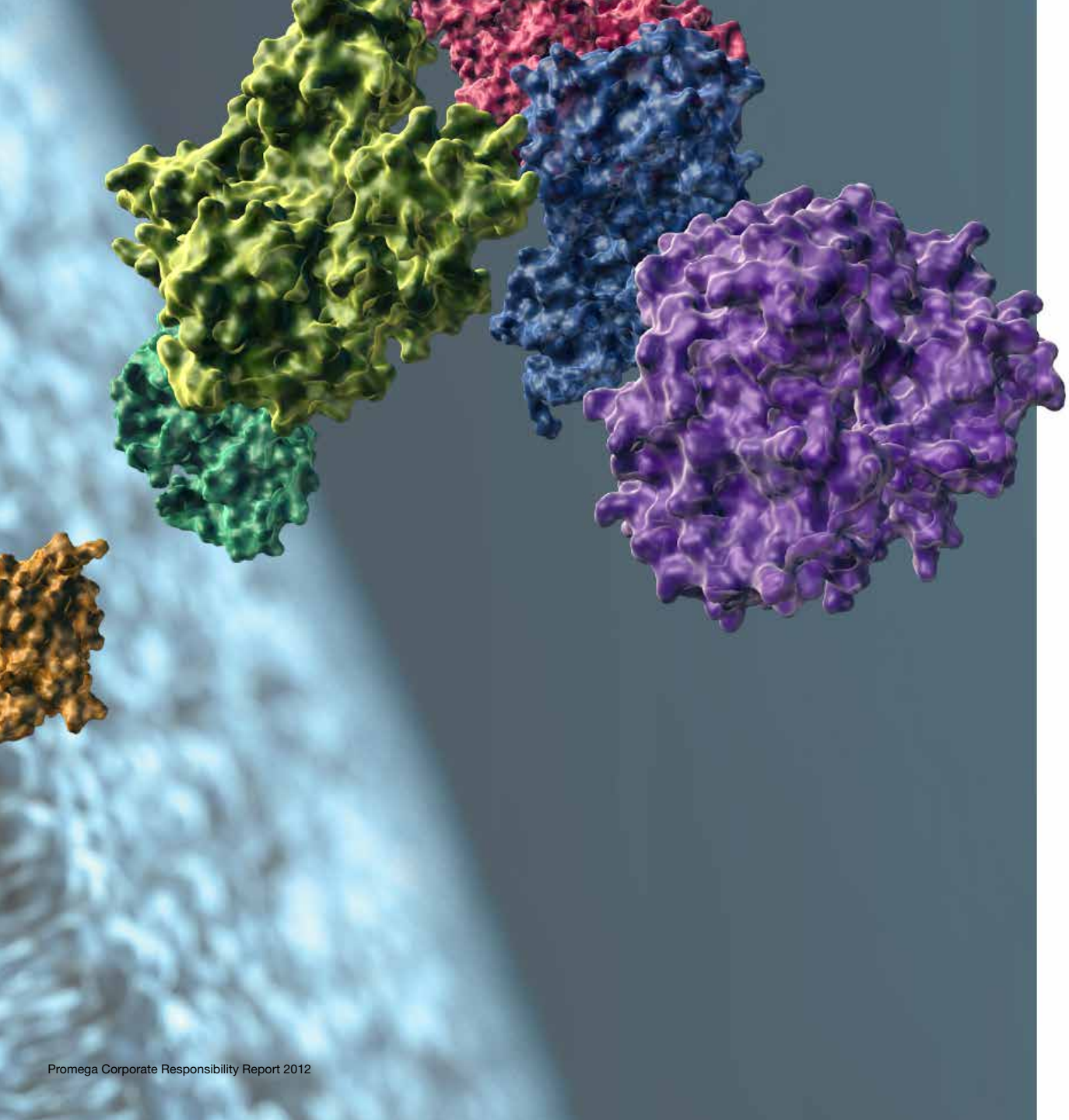
To provide the most innovative biological reagents and integrated systems used in research and applied technology worldwide.

Our Values.

In carrying out our mission, we strive to preserve and pursue these core values:

- Honesty, integrity and respect for all employees, customers and suppliers
- Open access to information for all employees
- Recognition and reward of achievement through creativity, risk taking, process improvements and innovation
- Balance of work and life activities
- Adaptability and flexibility in the workplace
- Contribution to the advancement of science and to the improvement of life in the world community

Promega is an equal opportunity employer and is richly benefited by the diversity of its workforce. We follow a global code of conduct, and employees are reminded annually of this commitment. This code of conduct is also always available and accessible on the corporate intranet site and can be read in detail there.



Creative Approach

Although meticulous and rational, scientists must also maintain imagination in their work if they are to unravel the mysteries of the unknown. In response to the needs of such individualists, we have a long and creative tradition of doing what is best versus what is expected. In an environment where acquisition is the norm, we have maintained independence and instead forged selective global partnerships. Our independent spirit and determination has led to a number of firsts that continue for Promega in each of its multiple roles as a business, a member of the community and an employer.

Supply Chain Management

Promega values suppliers of goods and services who adhere to the highest social, ethical and environmental standards.

Promega recognizes the impact and importance that our suppliers have in the scope of our Corporate Responsibility and strives to work with companies that have similar commitments. Based on survey results, over 50% of our suppliers have sustainability or corporate responsibility programs that align with the values of Promega's program.

OVER **50%** *of our suppliers have sustainability or corporate responsibility programs that align with the values of Promega's program*

Sourcing from local suppliers is also a focus to support local communities and reduce impacts from shipping.

In the coming year Promega will update documents and communications shared with our suppliers to align with the principles of sustainability and corporate responsibility.

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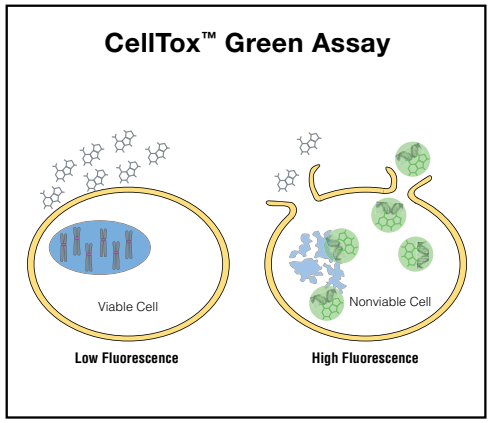
Every advance in science or medicine requires a host of tools, products and services to support the work of researchers, technicians and clinicians. Promega products play a pivotal role in basic and applied life science, clinical, and forensics research, and they are cited in the methods sections of thousands of peer-reviewed scientific and medical research papers every year. Furthermore, our scientists collaborate with their peers in pharmaceutical, university and forensics laboratories to create solutions, tools and new technologies to improve research and workflow.

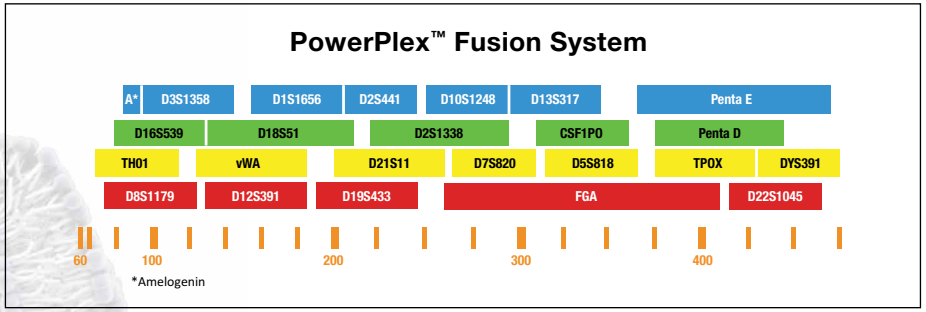
Research and Development at Promega

Drug Discovery. The search for new pharmaceuticals requires reliable tools for screening hundreds of thousands of compounds to identify the few truly promising therapeutic candidates. Drug failures during clinical trials or post market are not only expensive but also dangerous. Sensitive reagents, like the Promega platform of cell-based and biochemical assays, allow scientists to screen compounds quickly and improve the sensitivity and accuracy of early drug discovery processes, reducing the failure of compounds late in development. For instance, the *CellTox™ Green Assay* is a new tool that allows researchers to capture cytotoxicity data accurately out to 72 hours while also simultaneously investigating the mechanisms of compound action, providing more information about a test compound from a single screen.



The *CellTox™ Green Assay* is a new tool that can help improve the accuracy of early drug discovery processes by providing accurate cytotoxicity data out to 72 hours.

Forensics and Paternity Testing. DNA analysts create genetic "fingerprints" (DNA profiles using short tandem repeats or STRs) to identify both victims and suspects during a criminal investigation as well as to identify victims of natural disasters. Promega's STR technology has become established globally as the foundation to human identification. As the world becomes increasingly connected, authorities now see benefit in a larger combined panel of loci for sharing across borders. A system that includes STRs commonly used throughout the world would build more inclusive databases and allow more profile information to be exchanged. The *Promega PowerPlex® Fusion System* includes the current core CODIS STR loci (US) and the European Standard Set (ESS), supporting compatibility with present databases across multiple regions and encompassing an expanded set of loci to address future growth of global forensics.



The Promega PowerPlex® Fusion System includes the current core CODIS STR loci (US) and the European Standard Set (ESS).

Molecular Diagnostics. Medical technicians and clinical pathologists prepare DNA samples before performing diagnostic tests for organ transplants, infectious diseases and genetic screening. We have over 30 years of expertise delivering reagents to life science researchers, and we bring that collective expertise to the growing field molecular diagnostics. We offer GPR- and GPLE-labeled products, including instruments and reagents for DNA and RNA extraction, PCR, STR analysis, genetic analysis and mutation detection. Additionally, the completion of the new current good manufacturing process (cGMP) facility, the Feynman Center, will allow us to further expand our capabilities to supply high-quality instruments and reagents for the IVD medical device market.

The Maxwell® CSC Instrument is one of our products manufactured for the IVD medical device market.

Applied Life Sciences. Life science research is key to developing tools for the applied sciences including industrial and environmental monitoring, veterinary sciences, agriculture and others. From DNA isolation to luminescent ATP detection, the tools that scientists use in the basic research laboratory can also be found in the applied science setting. For instance, *Wizard® DNA Purification Kits* have been used to extract DNA from beef stored under a variety of conditions to determine the best storage conditions to prevent spoilage. The *BacTiter-Glo™ Microbial Cell Viability Assay* has been used to look at biofilm formation during water treatment and to investigate the use of nonthermal plasmas for disinfecting multidrug-resistant microbes.

Wizard® DNA Purification Kits

Basic Research. Life science researchers use Promega products to uncover fundamental principles of biology. Promega continues to offer improved technologies for routine DNA and RNA isolation, analysis and amplification as well as tools for cell and protein biology. One area of basic research that is now finding application in clinical research is epigenetics, the study of DNA modifications. Several of our products are furthering our understanding epigenetics, including the *HDAC-Glo™ I/II and SIRT-Glo™ Assays* and the *Wizard® DNA Clean-Up System*.

Dr. Xavier Simón operating the Glomax® instrument at the desalination facility in El Prat, Spain.

Promega Products in the World: Case Studies

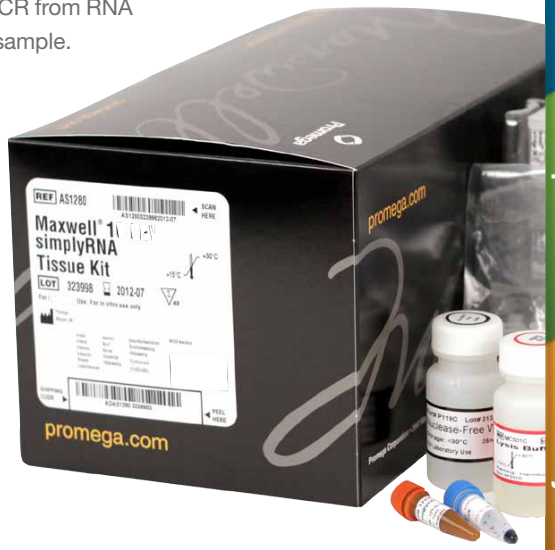
Determining Sea Water Biodegradability with BacTiter-Glo™ Assay. Biochemical oxygen demand (BOD) is useful for determining water biodegradability, and the application of BOD allows researchers to analyze the efficiency of a water treatment process. BOD protocols are well established for freshwater and wastewater, but not for seawater and saltwater. The *Promega BacTiter-Glo™ Microbial Cell Viability Assay* was used to develop a BOD protocol for Mediterranean seawater using raw seawater collected from the Mediterranean Sea at the desalination plant at El Prat de Llobregat (Spain).

Giving closure to families of missing persons: The Cleveland Strangler Case. In 2009, police officers went to a residence to arrest a man who had raped and assaulted a woman, and in the process, they made a gruesome discovery: the remains of eleven additional unidentified victims. The *Promega PowerPlex® 16 System* was used to obtain robust DNA profiles from long bone and teeth samples. Because of the sensitivity of this system, the forensics lab was able to obtain DNA profiles that could be matched to those of the relatives who had reported missing family members. All eleven victims were identified, giving a name, face and voice to these victims who otherwise would have remained anonymous.

The Cleveland Strangler Case. All eleven victims were identified.

Monitoring Chronic Myeloid Leukemia Begins with High-Quality RNA. Chronic Myeloid Leukemia is a blood cancer that is caused by the presence of the Philadelphia chromosome, a translocation between chromosomes 9 and 22. Several techniques can be used to monitor the disease during treatment, including qPCR from RNA samples. For reliable qPCR, at least 10,000 copies of the gene must be present in the RNA sample.

Promega scientists worked with scientists from the LabNET group in Italy, and used the *simplyRNA Blood Kit* combined with automated purification on the Maxwell® Instrument to extract RNA with a minimum of 20,000 copies of the gene. Using this system, the LabNET group was able to obtain results from samples in which all other methods of RNA purification failed to provide minimal gene copy number. This improvement in RNA isolation means that fewer individuals will need to undergo second blood draws for a given monitoring point during treatment.



The simplyRNA Blood Kit combined with the Maxwell® Instrument provided reliable RNA extraction with a minimum of 20,000 copies of the gene.

Investments for the Future

In order to continue to contribute to scientific exploration and application, Promega must continue to invest in the development and discovery of new technologies. In 2012, over $33 million (US) was invested in research and development, and 49 new patent applications were filed. Because of continued global investment in research and development, Promega has extensive intellectual property.

Patents (Issued & Pending Applications)	
Cellular Analysis	323
Genomics	112
Genetic Identity and Other	63
Proteomics	28
Total	**526**

Patents and patent applications were audited in 2011 with many patents and applications abandoned that were outdated.

We also work with academic institutions and other entities to license and develop promising technologies. As a member of the Wisconsin Alumni Research Foundation Research Tool Subscription Program, Promega has the opportunity to take a first look at new technologies from the university.

Quality Process and Product

Promega Madison was first certified to international standards for quality management systems in 1998 and, along with the European distribution headquarters, is currently certified to the ISO13485 standard, required for the development, manufacture, testing and delivery of medical devices around the world. Currently 15 Promega locations meet various ISO standards.

Promega takes great pride in the products it produces and in ensuring that customers receive safety data as well as comprehensive technical data sheets on the use of Promega products. A high level of integrity is applied in all product claims and product use information as the incident table below demonstrates.

Product Responsibility and Non-Compliance	2008	2009	2010	2011	2012
Incidents regarding product health and safety codes	0	0	0	0	0
Incidents regarding product information and labeling	0	0	0	0	0
Incidents with marketing communication regulations	0	0	0	0	0
Breaches of customer privacy and loss of customer data	0	0	0	0	0
Incidents concerning provision and use of products or services	0	0	0	0	0

The incidents noted above have resulted in fines or warnings.

New cGMP Facility

The Feynman Center, our new cGMP manufacturing facility, emphasizes features that balance the needs of customers, employees and community. One of the most important considerations is the ability for high-quality IVD manufacturing. There are a number of specific regulations for a manufacturing facility of this calibre. In some cases, those specifications were exceeded to create work environments that are more pleasant, spacious and flexible. The building has a walkable interstitial space for easy and contained maintenance around highly regulated areas. Work spaces are designed for growth and easy access to break zones with plenty of daylight and areas to relax.

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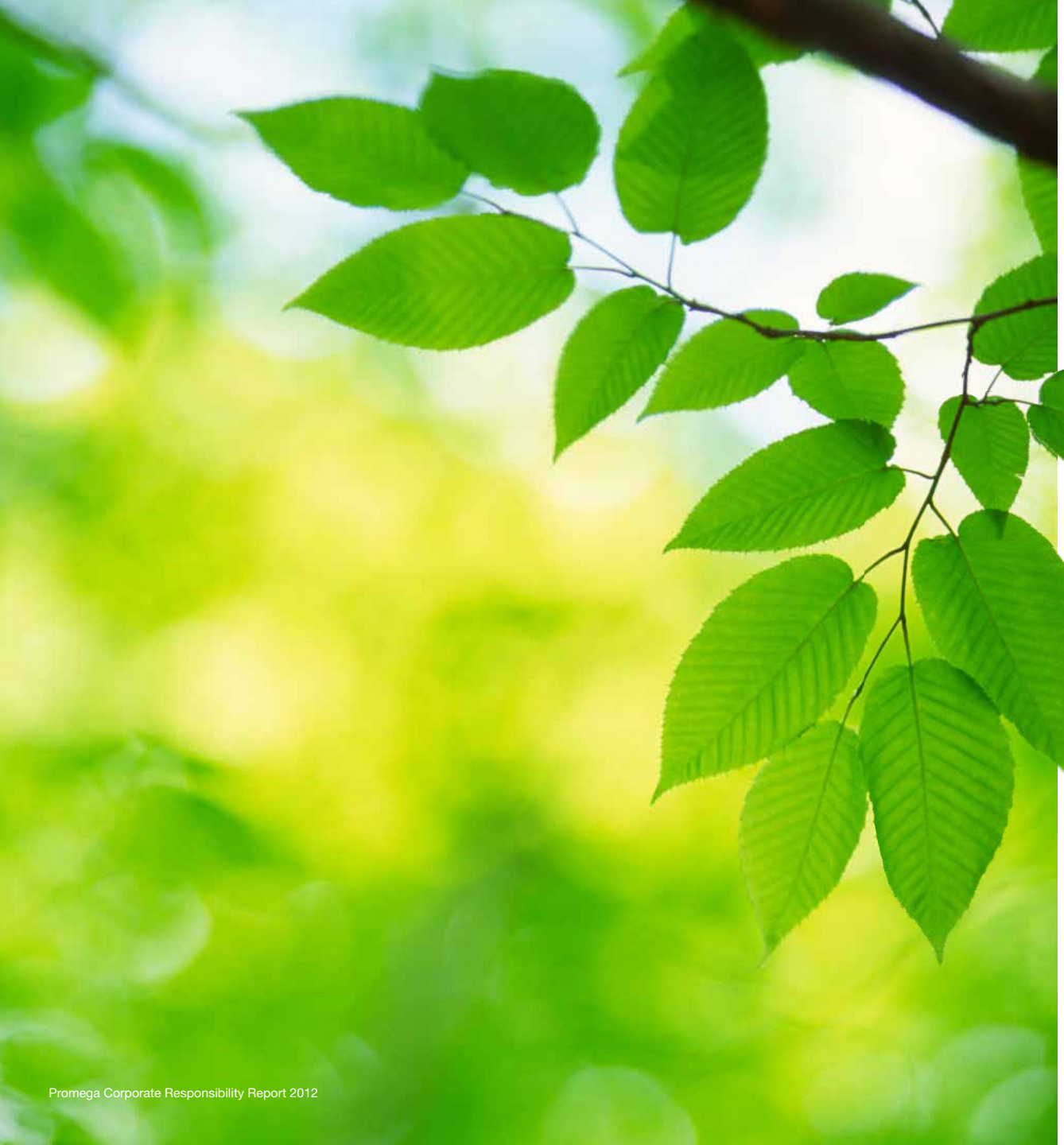
Sustainability is not a novel idea but something that has been practiced and perfected in nature for many years. Nature uses resources with maximum efficiency and only produces useful wastes. At Promega, we are constantly working to infuse the biological and ecological principles found in nature into our business to help us operate in ways that are better for the environment and future generations. Our current society faces unprecedented environmental challenges, and we are addressing these issues with the same commitment we put into developing innovative products to help improve global health and wellness.

All Promega locations worldwide are committed to operating sustainably by investing in improving resource efficiency, limiting greenhouse gas emissions, reducing waste, and leaving a positive impact. We look beyond our buildings to enact the principles of environmental sustainability and support efforts with similar consciousness by funding reforestation efforts, supporting renewable energy, restoring native prairies, purchasing carbon offsets, and supporting environmental organizations.



"The chief lesson of natural history is that life has learned the art of sustainability and that this art has stood the test of time. It is an art, moreover, that can be learned, adapted and put into conscious practice by us."

—Bill Linton, CEO

In 2012 Promega continued to grow at a significant rate but still managed to reduce overall greenhouse gas emissions. In the last year we saw greenhouse gas emissions decrease by 11% as indexed to revenue because of the time and resources dedicated to improving company-wide operational efficiencies and creating increased awareness of our environmental impacts. Our journey toward sustainability incorporates all aspects of our business and requires employees to make more environmentally conscious decisions on a daily basis. Promega has achieved all but one environmental target after only two years working toward our four-year goals.

Promega has achieved all but one environmental target after only two years of working toward our four-year goals.

However, we will not be setting new goals because significant new buildings will come online that may affect our overall progress. We are encouraged by the commitment to environmental sustainability by individuals worldwide and look to continual improvement on this journey. Growth brings new opportunities and challenges to operating in an environmentally sensitive manner, and Promega is committed to looking for ways to design, build, and operate in a sustainable manner.

"Environment has such an impact on our life that you would not want to be held responsible for its degradation! By sharing clear goals and values, we take a greater pride in our small daily achievements."

—Patrice Pasquier, General Manager Promega France

Responding to Climate Change

Scientific evidence has demonstrated the increased threat of climate change, which drives a need for reduction in carbon dioxide and other contributing greenhouse gases. Promega supports the move to limit anthropogenic greenhouse gas emissions with our internal goal to reduce emissions by 10% as indexed to revenue by 2014 (Figure 1). We actively track contributors to climate change from all operations globally and take into account direct emissions from fuel combustion and indirect emissions from purchased electricity, outgoing distribution and business travel. Because of improved awareness and focused action since 2008, Promega greenhouse gas emissions have decreased 28% as indexed to revenue. During a year of significant growth in headcount, operational footprint, and sales actual greenhouse gas emissions decreased 1%.

Energy Consumption. Emissions from generation of energy are the largest contributor to the Promega carbon footprint accounting for over 65% of total emissions (Figure 2). Energy is a focal point for all Promega employees from facilities managers to scientists as we recognize the opportunity to do more with less. With investments in time and resources to improving efficiency, overall energy consumption decreased by 5% in 2012 (Figure 3).

In 2012, overall energy consumption decreased by **5%**

Electricity. Promega strives to minimize impacts from energy using a two-pronged approach. First we focus on reducing actual energy usage through improved efficiencies in facilities whenever possible. Secondly, we also work to generate electricity or purchase it from renewable sources. With significant focus in both

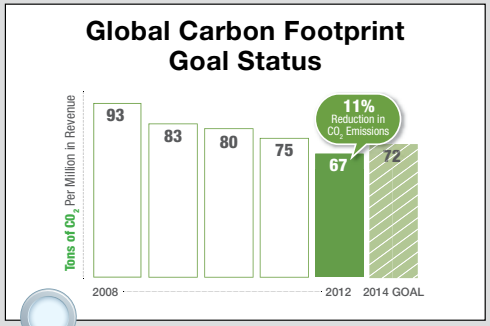


Figure 1. Status toward 2014 greenhouse gas emissions reduction goal.

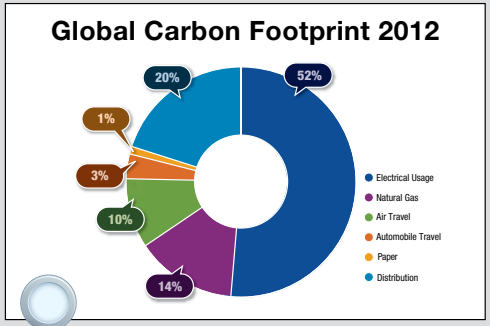


Figure 2. Key contributors to the Promega carbon footprint.

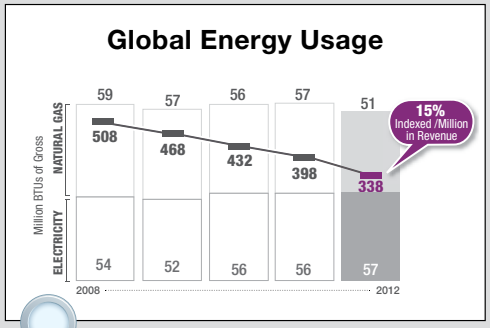


Figure 3. Global energy composition and usage indexed to revenue.

these areas, emissions from electricity were reduced by 10% as indexed to revenue in the last year. Energy is a primary focus at corporate headquarters in Madison, Wisconsin, where over 90% of total global electricity is consumed. In 2012 cooling demand was 28% greater at our corporate headquarters from one of the warmest years on record, but we held electricity usage to 1% growth over 2011 (Figure 4).

In 2012 we placed significant focus on increasing employee awareness of energy consumption at all global locations. An energy campaign was completed in August that resulted in a 6% reduction in energy consumption during the months of August and September at our headquarters, despite a warmer than usual summer. Energy efficiency projects that contributed to this reduction include:

- In December 2012, we completed a transition from metal halide to more efficient T8 fluorescent lighting in the Agora parking garage. Over 129 units were replaced with an estimated savings of over 100,000 kWh each year. That is equivalent to saving 46 tons of CO_2, the amount sequestered from six acres of reforested land.

Transition to T8 fluorescent lighting in the Agora parking garage should save the equivalendt of 46 tons of CO_2.

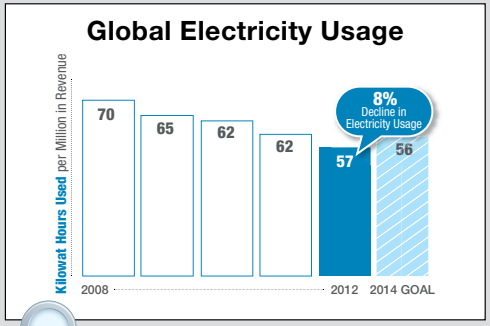
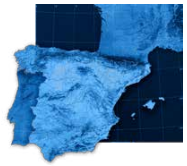


Figure 4. Electricity usage indexed to revenue in relation to our 2014 Goal.

- Data center air handling enhancements were made in June 2012 to incorporate more efficient water cooled equipment and design for energy efficiency. We strategically moved air handling equipment outside our building to eliminate internal release of heat waste and the need to run compressors during winter months.
- Promega Euro Hub in Germany installed motion detection for lighting in their warehouse and restrooms to conserve energy, transitioned to more efficient lighting at employee desks, and purchased a new warehouse gate with a separate door to reduce cooling requirements in the summer and heating in the winter.

Initiatives to reduce future consumption:

- The addition of a building automation system across all primary buildings will allow intelligent controlling of mechanical equipment and lighting to eliminate wasted energy. This effort started in 2012 and will continue in 2013.
- The IT team has purchased the power management software for scheduled shutdown and wakeup of workstations. This software will be rolled out to all Promega locations globally, allowing us to reduce energy consumption during off peak hours and to track energy consumption of machines.
- Promega Biotech Iberica in Madrid, Spain, is currently implementing more efficient LED lighting in their office space and expects to see savings in 2013.
- We are implementing enhancements to improve the efficiency of air handling systems that are primary energy consumers.



The 250 photovoltaic panels on the Aviation Operations building in Madison, Wisconsin, have generated over 180,000 kWh since installation, preventing over 130 tons of CO_2 from being generated.

In 2012, adoption of renewable energy use continued to increase. Promega recognizes that using renewable energy eliminates greenhouse gas emissions that otherwise would have been emitted during energy production.

- The 250 photovoltaic panels on the Aviation Operations building in Madison, Wisconsin, have generated over 180,000 kWh since installation, preventing over 130 tons of CO_2 from being generated. To see the current production of this system, please visit this **live dashboard**.
  - › Any additional energy needs at this facility come from 100% renewable energy sources.
- Branch locations throughout the world continue to switch to 100% renewable energy sources:

  - › Promega Euro Hub in Mannheim, Germany (September 2011)
    - · In 2012 the Euro Hub was the largest purchaser of renewable energy at over 290,000 kWh.

  - › Promega Brazil in Sao Paulo (since opening in 2011)
  - › Promega Italia in Milan (November 2010)
  - › Promega Biotech Ibérica in Alcobendas, Spain (since 2008)
  - › Promega Biotech AB in Stockholm, Sweden (since opening in 2007)

Promega is committed to investing in training specifically related to energy efficiency and renewable energy. A number of facilities specialists in the headquarters have been trained in energy efficiency through Wisconsin's Focus on Energy and help lead efforts to identify opportunities for improvement.

Natural Gas. Natural gas is used primarily at our manufacturing sites for heating and production-related processes, but some branch offices use natural gas for heating. Natural gas is the largest source of direct air emissions and second in overall emissions for Promega. Through equipment improvements and better management of our heating requirements, dependency on this resource decreased substantially during periods of growth (Figure 5).

In 2012 natural gas usage was reduced by 10% thanks to lower heating demand during a milder than usual winter. Contributing to this reduction in 2012 was a new heat pump added at Promega France to avoid using the central heating during the spring and summer. This will prevent natural gas consumption with effects expected to be seen in 2013. Since 2008, natural gas usage has decreased 40% indexed to revenue. We are encouraged by theses trends and continually look to further reduce impacts from natural gas use by investing in upgrades to our equipment.

Since 2008, natural gas usage has decreased 40% indexed to revenue

We also use renewable energy sources to reduce impacts from heating:

- Geothermal heating and cooling continues to minimize the natural gas dependency of Aviation Operations building in Madison, Wisconsin.
- To reduce impacts from heating and cooling, geothermal heating and solar hot water systems were installed in the Feynman Center, our new GMP facility opening in 2013.

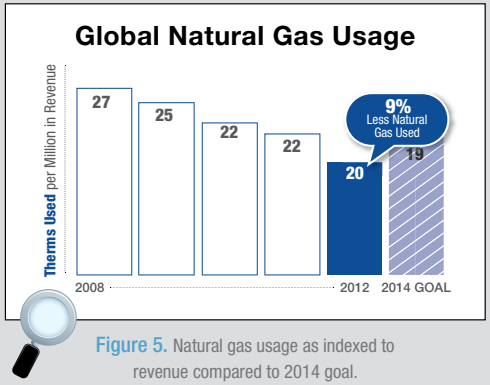


Figure 5. Natural gas usage as indexed to revenue compared to 2014 goal.

Direct air emissions outlined below are from fuel purchased for heating and emergency generators in North America. All of these emissions are below threshold levels set by local and federal organizations. We continue to evaluate options to further reduce direct emissions globally.

Direct Air Emissions from North American Operations	No_x	N_2O	CO	CO_2	SO_2	PM	VOC	Pb	HAP
2012	2.30	0.05	1.93	2,765	0.01	0.17	0.17	0.00	0.14
2011	2.23	0.05	1.87	2,673	0.01	0.17	1.00	0.00	0.14
2010	2.30	0.05	1.87	2,649	0.01	0.17	1.00	0.00	0.14
2009	2.54	0.04	2.05	2,237	0.01	0.17	1.13	0.00	0.19
2008	2.54	0.04	2.11	2,329	0.01	0.17	1.37	0.00	0.16

Distribution. Much effort is invested to ensure that our products get to customers quickly and safely. We have also focused on reducing air emissions by using more efficient modes of transport when possible and reducing the weight of packaging materials. Because of product requirements for temperature regulation and customer expectations, roughly 90% of our shipments are sent via air. Our logistics teams are committed to finding ways to reduce emissions from distribution while assuring the same high level of service to our customers.

To understand the indirect emissions from outgoing shipments, data were collected from Promega-owned global distribution hubs on weight, distance and mode of transportation in 2012. In previous years where data were unavailable, emissions related to outgoing logistics have been estimated based on revenue growth.

Promega Helix. To further reduce emissions from distribution, Promega offers a state-of-the-art, on-site inventory management system called Helix. Helix "Smart" capabilities provide real-time product monitoring and manage Helix inventory based on product usage to provide consolidated bulk replenishment shipments. This allows more products to be sent with less shipping and materials. The automated Helix inventory management system not only ensures uninterrupted supplies, but consolidates shipments to ensure uninterrupted workflow for our customers while having less impact on our planet.

Carbon offsets are also used to compensate for emissions that are unavoidable by supporting projects like reforestation or renewable energy projects in developing countries. Promega continues a campaign started in 2010 of purchasing carbon credits to offset the greenhouse gas emissions from energy use of all Helix units. In addition, emissions from initial unit shipment and product distribution through this channel are also offset.

In 2012, Helix offset over 640 tons of emissions worldwide

In 2012, Helix offset over 640 tons of emissions worldwide by supporting the following projects:

- PURUS Protection of Tropical Rainforest and Bio-diversity Project

- Sabah Rainforest Rehabilitation Project - Malaysia **(shown left)**

To see more information and learn how to participate, please visit:

www.promega.com/helix

Business Travel. As a global company, travel is essential to building strong customer relations and general business operations. Reducing travel to customer sites is difficult, but with the global availability of video conferencing, we are working to minimize our travel emissions. Business travel via air, automobile, and rail make up about 12% of the Promega current carbon footprint (Figure 6).

Air Travel. Emissions from air travel have been one of the most significant challenges for Promega in the last few years. During this period emissions have increased due to emphasis on growth globally and the addition of the Promega Aviation Operations program in 2010. The Promega Aviation Operations Program provides unique opportunities for development of stronger connections with customers and collaborators as well as supporting global operations internally. Despite these trends, in the last year we saw air travel emissions decrease by 13% as indexed to revenue thanks to more Promega branches using efficient high-speed rail in lieu of air travel. Because of its efficiency, rail travel contributes only a small portion to our carbon footprint from travel. When travel is necessary, efforts are made to use the most fuel-efficient mode.

Sales Branches with Largest Travel Emissions Reduction Since 2008	Emission Reduction
Australia	47%
Spain	36%
Japan	14%
Sweden	6%

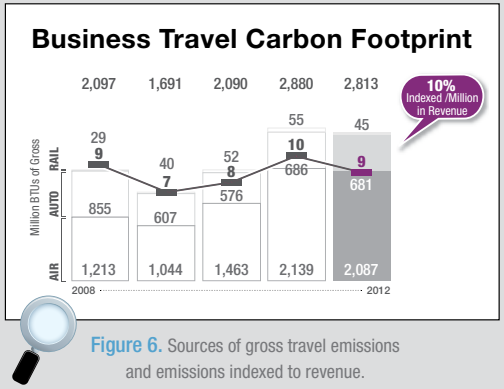


Figure 6. Sources of gross travel emissions and emissions indexed to revenue.

Automobile Travel. To reduce environmental impacts of automobile travel we are actively encouraging use of fuel-efficient vehicles. Promega Benelux, Promega UK, Promega Italia, Promega AG in Switzerland, and Promega KK in Japan are some of the locations that have moved to a more efficient and ecologically sound fleet. In the United States, enrollment in Emkay's "GoGreen" fleet program enables increased use of high-efficiency vehicles, and this program plants trees each year to offset any unavoidable greenhouse gas emissions generated from Promega fleet travel in the United States. Since 2009, Promega has offset over 1,300 tons of CO_2 by planting trees as members of the "Go Green" program.

Since 2009, Promega has offset over 1,300 tons of CO_2 by planting trees as members of the "Go Green" program.

To reduce the environmental impact of employee commuting, alternate transportation programs have been implemented in a number of locations worldwide. The goal is to encourage use of public transportation, ridesharing or biking to work. Also to encourage the adoption of electric vehicles, Promega is in the process of installing electric vehicle charging stations in parking garages.


UK

All buildings at corporate headquarters in Madison have bikes for employees to use and resources to support cyclists such as pumps and bike repair kits. Many locations worldwide have similar programs in place to encourage employees to bike to work, use public transport, or rideshare. Promega Biosciences in California and Promega UK were specific locations that expanded their programs to encourage cycling or alternative transportation use by employees.

The net reduction in automobile travel carbon footprint is shown in Figure 7.

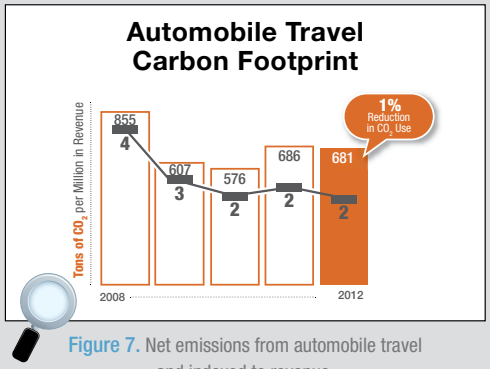


Figure 7. Net emissions from automobile travel and indexed to revenue.

Preserving Natural Capital

"Environmental stewardship is important to Promega because it helps protect the planet while improving our efficiency and ability to do business in the future. Our teams are always on the lookout for new opportunities to conserve resources and minimize the impacts of our operations."

—Dan Motl, Director of Facilities, Madison, WI USA

Waste. We strive to live the mantra "Reduce, Reuse, Recycle" and have seen greater adoption of recycling at Promega locations globally. As a result of these efforts, we are recycling more than we are sending to the landfill. Since 2008, recycling efforts globally have increased by 37% as a result of improved awareness and convenience for recycling at all Promega locations (Figure 8).

Since 2008, recycling efforts globally have increased by **37%**

Key areas of focus that have contributed to waste reduction include:

- Communication campaigns to increase awareness and understanding of what can be recycled.
- Looking at our waste stream to identify materials that can be segregated and handled more responsibly.

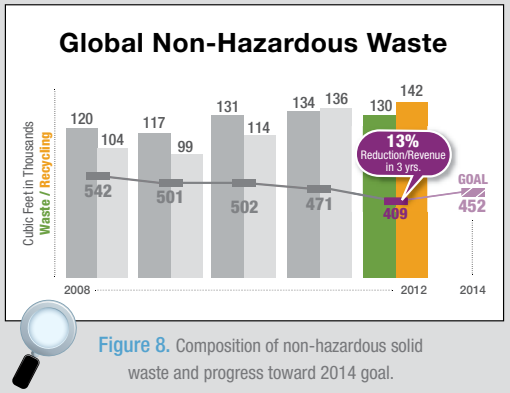


Figure 8. Composition of non-hazardous solid waste and progress toward 2014 goal.

› We continued a pipette tip box recycling program that started in 2010. Over 4,000 pounds of pipette tip boxes, approximately 20,000 boxes, were recycled that would be have previously been sent to the landfill.

Over 4,000 lbs of pippette tip boxes and 750 lbs of Maxwell® trays were recycled

› In 2012 we started recycling Maxwell® trays, with over 750 pounds being recycled, roughly 17,000 boxes.

Over 4,000 lbs of pippette tip boxes were recycled.

- Use of permanent ware, compostable and recyclable materials in cafeterias and kitchenettes:
  - › Polystyrene materials have been removed and replaced with recyclable or compostable alternatives at corporate headquarters.
  - › Selection of a new caterer Promega Europe Training and Applications Lab who uses recyclable cardboard boxes, preventing over 350 plastic trays from going to the landfill.
  - › Reusable tumblers were provided to all Promega employees worldwide.
  - › In 2012 Promega BioSystems in California initiated composting programs in their community and has seen waste reduce by 75% percent. Since 2010 over 80% of waste has been diverted from the landfill through extensive recycling and composting efforts.

In December 2012 Promega France joined Recylum to ensure that all electrical equipment sold in France by Promega can be recycled according to the local regulations free of charge.

The construction of the Feynman Center has recycled 97% of its waste to date and is designed to use more sustainable materials such as cross laminated timbers that are more energy efficient and weigh 1/6 of concrete or steel supports. Cross laminated timbers are commonly used in Europe and offer a much more inviting environment.

To date, the construction of the Feynman Center has recycled 97% of its waste.

Biotech manufacturing processes often require work with potentially hazardous substances. Promega takes the responsibility that comes with the use of these products seriously as well as the obligation to reduce waste and ensure responsible disposal.

In 2012 Promega Biosciences transitioned into a new partnership with a hazardous waste handler that provides more environmentally friendly disposal options. Previously 99% of hazardous was incinerated but now only 10% is incinerated, with remaining waste being treated for reuse, reused as fuel or recycled (Figure 9). Promega Biosciences was recognized by the San Luis Obispo Chamber of Commerce with a Green Award in 2012 for voluntary efforts to reduce pollution and improve resource conservation and sustainability. We recognize the value of absolute reduction in waste stream and will continue to regularly analyze hazardous waste reduction opportunities.

Figure 9. Hazardous wastes as indexed to revenue.

Water Usage. Clean water is a vital yet scarce resource, and billions of people each year go without it every day. Many Promega locations worldwide incorporate design features to conserve and insure proper disposal of water. Our offices in Sydney, Australia, use rain water collected for cleaning, toilets and irrigation of plants. Similarly, our Madison-based global headquarters building uses rainwater collection, allowing runoff to drain to prairie and rain gardens for natural filtration.

Water use decreased by 3% last year, as indexed to revenue

Promega actively measures water and evaluates initiatives to save water in activities from manufacturing, landscaping and daily office activity. Water is a challenge with water-intensive manufacturing processes being increasingly needed. In 2012 we also saw extreme weather in the summer, and water was used to supplement cooling systems that were stressed. Despite these challenges, we saw water usage decrease by 3% as indexed to revenue in the last year (Figure 10). Recent efforts to conserve water include:

- Our new GMP facility, the Feynman Center, will incorporate sustainable aspects such as grey water flushing in restrooms, bio retention ponds for storm water runoff and prairie restoration.
- Promega Biosciences' "Green Team" in San Luis Obispo, CA has pushed water conservation projects and has seen water usage decrease by 38% since 2008. One of the most significant projects was a water recirculating system for distilled water where water is reused rather than sent down the sewer, saving over 350,000 gallons of water a year.

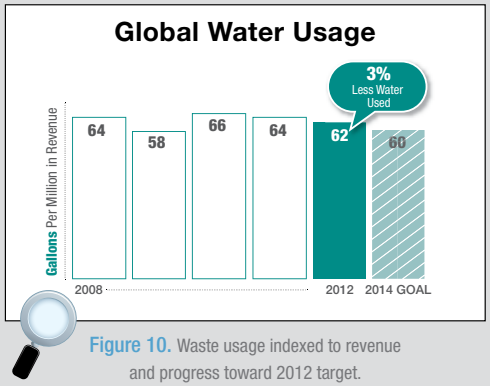


Figure 10. Waste usage indexed to revenue and progress toward 2012 target.

Restored Natural Prairie

Promega has supported numerous restoration projects, started 20 years ago and continuing today with over 25 acres restored around the Promega campus in Madison, WI.

Paper Usage. Thanks to the adoption of emerging media channels we have enhanced communication with our customers and reduced the need for printed materials by using electronic documents. Other electronic media including iPhone®/iPad® and Android™ applications, blogs, electronic catalogs, online support, and social media have also improved communication efficiency with our customers.

In 2008, aggressive commitments were made to move away from printing. With significant efforts and investment Promega transitioned from mostly paper catalogs, instruction manuals, print marketing, and corporate communications to electronic formats. Since 2008 paper usage has decreased 78% (Figure 11).

Since 2008, paper usage has decreased 78%

Some additional efforts to reduce paper and impacts from paper use include:

- Using Recycled Paper and Duplex Printing. Many global locations have transitioned to use recycled paper and duplex printing. These efforts provide value to the environment by reducing air emissions, combating deforestation, and limiting waste.

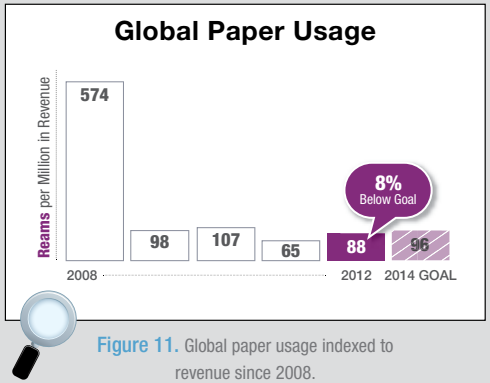
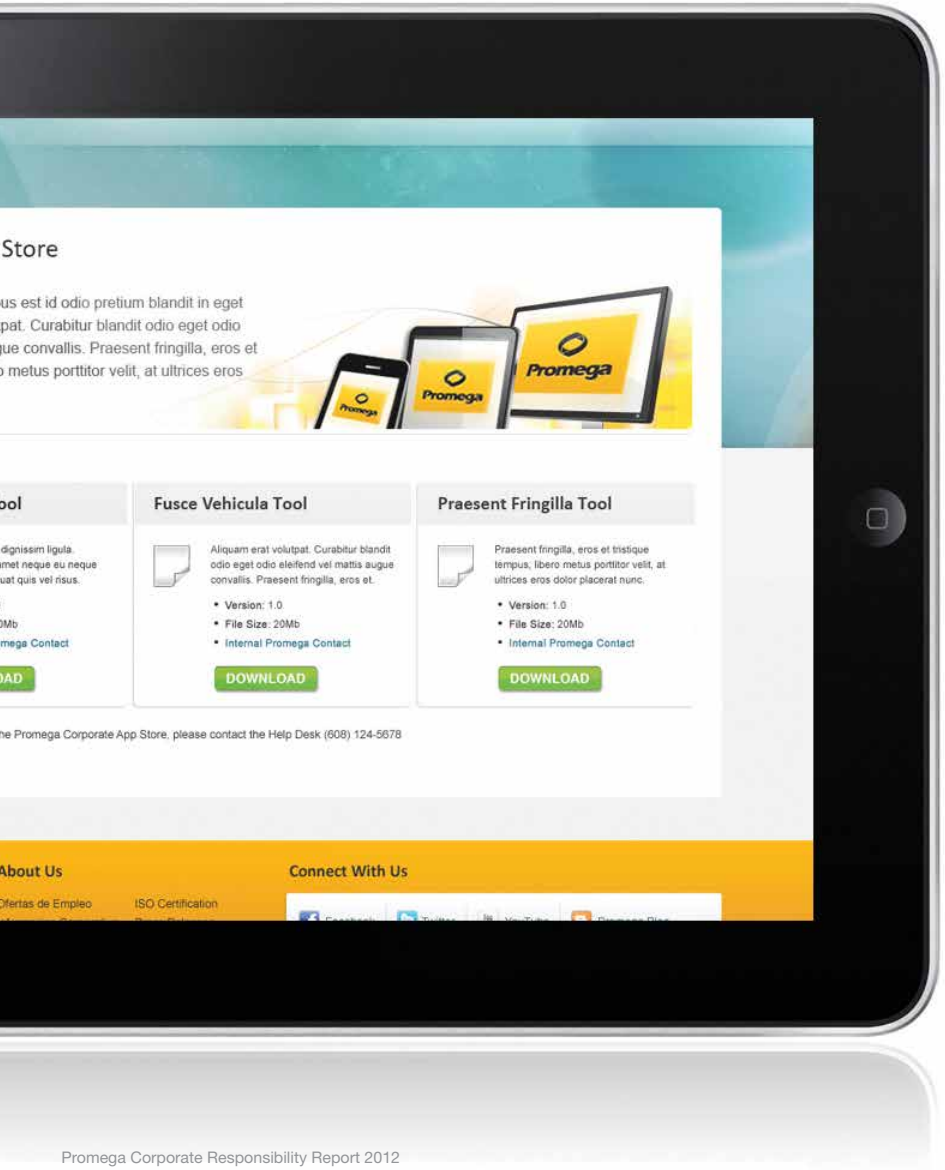
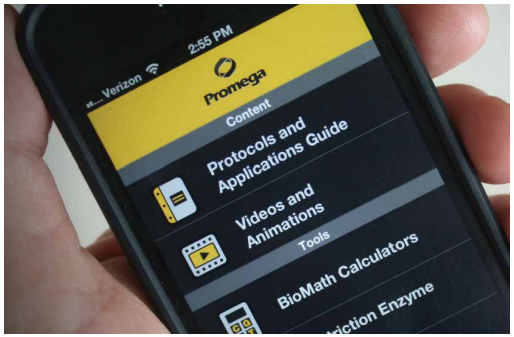


Figure 11. Global paper usage indexed to revenue since 2008.



- Electronic documents.
  - › Field Application Specialists in North America along with branches in Europe and Asia have adopted iPads® to better serve customers while reducing the use of printed resources.
  - › Promega sends electronic copies of various documents to customers instead of printed copies, resulting in a savings of over 5,000 pieces of paper a month.
  - › European branches offer electronic invoices to customers as another way to reduce unnecessary printing and paper usage.



Packaging. Promega faces unique challenges in packing our products. Many products are temperature regulated and require shipment using dry ice and foam coolers. Despite these challenges, we are committed to searching for innovative ways to reduce packaging, use environmentally friendly materials, and design for recycling or reuse. Environmental sustainability, product protection, and quality are all key priorities for our packaging.

Over 25 years ago we were one of the first companies to fund a program for customers to return polystyrene foam coolers for reuse. This program has since been adopted by many other companies as a way to divert waste from the landfill. In the last two years we also have moved to unbleached shipping boxes, started using sustainably harvested materials in shipping boxes, and used biodegradable and recyclable air pouches to offer product protection with the least environmental impact.

Capturing environmental metrics for all product and shipment packaging is a challenge on which we are beginning to make progress. Using a newly implemented ERP system, we have greater capabilities for capturing packaging weights and material types to help us better understand the environmental impacts of our packaging. This focus will continue over the next few years to help us understand and prioritize packaging opportunities for material reduction.

Shipping boxes now use unbleached corregate and more recycled content.

Promega

People care

Promega Corporate Responsibility Report 2012

Corporate mind

Product reach

Planet aware

People care

Community touch

People care

Overview

Our people are our most valuable asset. The Promega work culture and environment allow our employees to understand their own strengths and purpose, to live happy, healthy work and personal lives and to understand how they contribute to the company vision. We employ more than 1,200 people in 18 branches worldwide. Each Promega location embraces these guiding principles to support employees in ways that meet the individual needs of the region. We invest in the personal and professional growth of all employees and provide a work environment where individuals can be challenged and innovative and achieve a work-life balance. Employees have flexibility in how they work and the freedom to act where individual differences are respected. We encourage employees to be creative where they are inspired and support employee passions in their work, personal interests and community involvement.

The Promega Culture

As with all activities in a business, the over-arching principles that guide the culture and daily values to provide context for decision-making need to be clearly articulated. Organizations are as unique as individual people, with personalities, values, and direction. Understanding the psychology of the organization – its “DNA” – is critical to

predicting the course of actions that the organization is likely to take in maintaining the integrity of its operations. For Promega, these include the following principles:

- The organization exists to support the personal aspirations of its employees and others that work with us in meeting our goals.
- The underlying structures should support the primary goal of personal development, including:
  - Organizational reporting and decision-making
  - Physical work environments which include design, lighting, communication systems, and access to information
  - Giving priority to the things people need in order to do their best work
  - Capital structure that supports the primary organizational goals and values. Economic metrics give us guidance on sustainable business practice, but are not the primary drivers for business decisions.
  - Selection and support of employees entering the organization who reflect the higher values of the enterprise.
- The nature of our work is based on the premise that life science research and related discoveries have been and will continue to be important to society and human development. Promega's contribution to this field is to design and supply products, systems and procedures that simplify this research and give more reliable and accurate results.

Surveys of employees indicate that their greatest satisfaction comes from the people they work with and the nature of the work they are doing, which aligns with the contribution to society resulting from our products and services. While personal economics are important, they are not the drivers for excellent performance and job commitment. There will always be individual exceptions, but the organizational core values support the preponderance of purpose that employees hold.

Working Environment

We support our people by creating workspaces with features such as original art, third spaces to evolve thinking, and restored prairies and woodland trails. Additionally, employees work in similar, nonhierarchical space to foster collaboration and teamwork. Significant time and investment has been focused on providing an environment that is nurturing, stimulating, and supportive. An onsite curator maintains a library of rotating art installations that enhance the campus and build community via ongoing cultural events. The Promega culture is considered in the design of buildings, and services offered.

The corporate campus is expanding with the addition of the Feynman Center, scheduled to open in the fall of 2013. It is designed to be a healthy and engaging environment for employees. Situated between numerous buildings on campus, this facility also serves as a natural "crossroads" for employees to meet and collaborate. As such, there are dedicated spaces for all employees that aim to bring the outside in and provide different types of places to gather, socialize, think, exercise, and work.

Employee Health

Well-being extends beyond physical health. Our hope is for our employees to experience the richness of life with work, family and personal growth. That kind of lifestyle is a part of how we are able to achieve the innovative progress that makes Promega a rewarding place to work.

Benefits. Promega offers comprehensive benefits programs at all global locations based on country norms. Benefits programs include medical, dental, and vision coverage available to all full time employees and their families. Employees are also offered short- and long-term disability insurance, life insurance, tuition assistance, and paid time off. These benefits are a significant investment to ensure the wellbeing of our employees and their families.

The Wellness Center has had over 4,500 patient visits & administered over 700 immunizations

Wellness Center. An onsite Wellness Center, staffed by a nurse practitioner, offers convenient care services and wellness consultations to Promega employees, spouses, and partners. Since opening in June 2010 the Promega Wellness Center has had over 4,500 patient visits and administered over 700 immunizations in Madison, WI.

Promega Corporate headquarters is a nonsmoking campus to prevent the health hazards associated with secondhand smoke.

We support our people by creating workspaces with features such as original art, third spaces to evolve thinking, and restored prairies and woodland trails.

Employee Safety

The Promega Environmental Health and Safety programs are committed to establishing, maintaining and continuously improving our working environment to be safe and healthy for all of our employees and the communities in which we operate. Promega is proud to have accident rates that are well below the industry average and be recognized for our commitment to safety at many locations.

Promoting Wellness through Healthy and Active Lifestyles

Wellness, both mental and physical, is an important part of the culture at Promega. Our Promega Wellness Team promotes a variety of activities each year to encourage healthy and active lifestyles at all global locations.

Employees at Promega Singapore participated in the Green One 5K walkathon - the largest sustainable lifestyle event in Singapore.

- ***Promega Singapore "Green One" 5K.*** Employees at Promega Singapore participated in the Green One 5K walkathon to encourage environmentally friendly activities such as walking instead of driving. This was the largest sustainable lifestyle event in Singapore with over 20,000 participants.
- ***Bike to Work.*** Promega supports avid employee "Bike to Work" groups worldwide from Wisconsin to the United Kingdom. Bike racks and repair kits are available at every building in Madison and at several locations globally. Additionally, Promega offers bicycle commuter benefits providing $20 per month tax free for cycling related expenses in the United States.
  - In 2012 the team at Promega Biosciences in California won the San Luis Obispo Bicycle Month Challenge with over fifty percent of employees biking to work functions during the month of May.

- ***Annual Promega Fun 5K Walk/Run.*** Each fall Promega sponsors a fun walk/run for our employees and their families. This year 185 people participated in the run, and in addition to promoting healthy and active lifestyles, 152 pounds of food and monetary donations were provided to The Second Harvest Food Pantry.

Runners line up for the Annual Promega Fun 5K Walk/Run .

- ***Outdoor Activities in Switzerland.*** Promega AG in Switzerland holds social events encouraging an active lifestyle with a skiing or snow shoeing day in winter and a hiking day in the mountain in the summer.

- ***Relaxed Body and Mind.*** Promega locations in Mannheim, Germany, offer free massages to employees each month, and Promega Sweden has a massage chair onsite for employees.

- ***On-site Amenities.*** All North American locations offer onsite facilities and programs to support employee wellness. Global locations that are smaller offer health club reimbursements and financial support for participation in sports if the facility does not offer an onsite fitness room.

  › Our corporate campus offers basketball and volleyball courts, fully-equipped fitness rooms, as well as walking, jogging, and biking paths and groomed ski trails in the winter. To promote health in body, mind and spirit a Zen Zone is available on our corporate campus with a steeping pool, steam room, and sauna.

"Promega enables employees to design accountable roles for themselves in a healthy balance with their lifestyles and personal wellness."

—Patrick Van de Velde, General Manager Promega Biotech AB, Sweden

- ***Wellness Education.*** Promega values health education and regularly offers programs and campaigns throughout the year. Campaigns in 2012 aimed to educate employees and promote actions like healthy eating, increased physical activity, and weight management. Past communications have covered wellness topics such as advanced directives, nutrition for children, snacking smart, healthy recipes, smoking cessation, financial planning, stress relief, back care, knowing your pet, and trigger point therapy. Each year we sponsor a Wellness & Safety Fair in Madison with approximately 30 vendors and 200 employees attending this year.

- ***Community and Culinary Garden.*** The Promega culinary garden was expanded in 2012 to more than one acre, and a greenhouse was added for additional growing opportunities. Our community garden provides plots for Promega employees to use to produce their own food and promotes the sharing of gardening skills.

"With dozens of vegetables grown in our garden and the ability to compost food waste we are able to be sustainable in our offerings."

—Nate Herndon, Culinary Experience Manager

At the promega headquarters in Fitchburg, Wisconsin our cafeterias and catering operations provide local, seasonal foods to our employees and customers. Working with a network of dozens of local farms and using our onsite garden and hoop house, which is about 1 acre of land total, we are able to serve healthy organic menus across our campus.

Employee Development

Education, Training and Advancement. Promega training and development programs are designed to keep employees abreast of the latest technologies, scientific trends and customer needs in order to stay competitive in the marketplace. We are committed to the personal and professional growth of all employees throughout the many phases of their career. Our people determine the quality of our products and services. Investing in employees is an investment in the future.

In 2012, $850,000 (USD) was devoted to continuing education, development, and training of our employees, globally. A significant amount of training is focused on maintaining our high standards in Quality System Regulated (QSR) areas, including providing automated and just-in-time visibility into the training status by individual employee as well as by training requirements.

Scientific Training is an area of significant emphasis at Promega. Our Scientific Training Department designs, develops, and implements scientific training for employees around the globe, which is delivered in live and virtual classrooms. In 2012, the number of attendees of live courses and webcasts increased by 20% over the previous year from 1,965 course attendees to 2,300 course attendees. A total of 53 Webcast Courses, and 11 Live Classroom courses offered In Madison, and Lyon, France, at PETAL, the Promega Europe Training and Applications Lab. PETAL training continues to address the training needs of European, Middle Eastern and African employees. PETAL helps reduce travel due to its central location in Europe, and with video conferencing equipment, scientists and trainers are able to participate from offsite locations.

2,300 individuals participated in virtual or scientific training opportunities at Promega

Human Rights and Diversity

Human Rights. As a member to the UN Global Compact, Promega follows all regulations regarding employment and has zero tolerance for violations of human rights. At Promega, we are committed to upholding and advancing **The Universal Declaration of Human Rights** in how our business develops productive relationships around the world and works cooperatively among different customs and cultures. Issues that we take very seriously include:

- Protection of children from exploitation
- Protection of all workers from compulsory labor
- Payment of at least minimum wages
- Safe working conditions

Promega complies with all local workplace regulations and insures that our employees and community members are treated with respect and dignity.

RNA Workflow
Purify → Quant → Store
Maxwell

Diversity. Promega has globally diverse teams with corporate office and branch departments reflecting the demographics of the country in which they are located. As such, our global organization reflects over 15 cultures around the world. Women represent approximately 46% of the worldwide workforce and 39% of global management positions. Promega Biotech Ibérica in Spain has been recognized by the city of Alcobendas with the Municipal Award for Reconciliation and Equal Opportunities.

Women represent approximately 46% of Promega's workforce

Promega

Community touch

Promega Corporate Responsibility Report 2012

Corporate mind

Product reach

Planet aware

People care

Community touch

Community touch

Overview

Science tells us that any action produces a reaction. As such, we know Promega is not an entity unto itself, but it exists in part because of the action and reaction from our surrounding communities. We value the support of these communities, and we make it our business to give back and foster the inspiration and energy that only come with community.

As a life science company, we're fortunate. It's our job to examine, and help others examine, the workings of life. While we may see life at the molecular level, life lessons seem to hold true at any size. The community of a cell includes both group and individual dynamics. Cells exhibit both flexibility and continuity. We include this understanding in our values of community engagement and support. Promega incorporates a level of internal autonomy that allows meaningful support of communities at a local level around the world. In working to make a meaningful contribution to our surrounding communities each year, Promega has both established community organizations as well as contributed to additional groups and initiatives. We support areas which can, like life science, foster discovery and enrich our lives, centering most of our community engagement and support around education/knowledge, community wellness and creativity.

Supporting Education/Knowledge

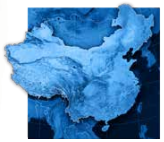
Promega embraces the perspective that shared knowledge across global networks ensures that scientists and science can fulfill their potential. Education brings growth, discovery, and rich context for the future. Each year we support

established educational efforts as well as the individual efforts of Promega scientists who volunteer to teach throughout the community (over 1,250 hours in 2012). Promega also offers classes for our staff and customers who need to learn more about molecular biology tools and applications.

In 2012, over 35% of overall philanthropic contributions were geared toward educational efforts. Initiatives supported by Promega include:

The Human Genome Exhibition. In 2012 we began supporting curriculum development around DNA analysis with the Smithsonian and FNIH (Foundation of National Institutes for Health) as part of the 10 Year Anniversary of the sequencing of the human genome. We are proud to support increased education and awareness about the far reaching effects of the Human Genome Project through the high tech exhibition opening in 2013 at the National Museum of Natural History in Washington, D.C., USA.

Promega Innovation Award in China. In 2012 Promega announced sponsorship of an Innovation Award for young scientists in China. This Award is in support of the newly opened University of Wisconsin-Madison Innovation Office in Shanghai, China. Over the next 5 years, Promega will work with several life science societies in China to select and award young talents whose innovations significantly advance life science research. The award will feature a cash prize and options for visiting Promega facilities in Shanghai or Madison, WI. We believe that this award will have positive influence on stimulating innovation in the life sciences research community in China.



Promega locations worldwide strive to support education and create interest in science. A few examples of efforts in 2012 include:

- Promega Australia supports The Smith Family "Learning for Life Program" that aids disadvantaged children to develop vital life skills and stay engaged in education.

- Promega GMBH in Germany sponsors the international learning platform **"Honey Bee Online Studies" (HOBOS)**. The project of the University Wuerzburg is centered around a honey bee stock and designed to stimulate the students' urge to pursue research worldwide.

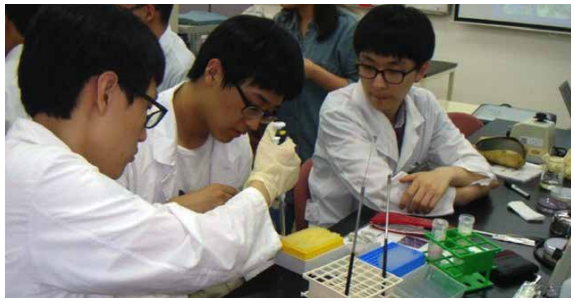
Promega scientists volunteered 1,250 teaching hours in 2012

- Promega Biosciences chemists frequently make presentations at schools and provide onsite tours of the organic chemistry labs and manufacturing facilities in California.

BioPharmaceutical Technology Center Institute.

In partnership with many other community organizations, the BioPharmaceutical Technology Center Institute (BTC Institute) provides educational opportunities that support scientific understanding, contributing to the continued success of the biotechnology industry. Focusing on the life sciences, programs are designed for a wide range of learners – from upper elementary school students to scientists in academia and industry, as well as the general public. Engaged participation is emphasized and many activities are laboratory-based.

Since 2005, the BTC Institute has been assisting the development of Promega-Hannam BTCI (PH-BTCI) at Hannam University in Daejeon, South Korea. Modifying programs to accommodate the Korean school system, PH-BTCI shares the BTC Institute's mission and offered several well-attended programs in 2012. These included a one-day *2012 Science Leadership Camp* for over 1,100 participants (parents and students) and summer and winter vacation offerings of a Science Research Class for elementary and middle school students. PH-BTCI also provided activities for public programs associated with the Korea Basic Science Institute and the National Science Museum. Promega donates all lab supplies requested from the company catalog to PH-BTCI and also offers a 50% discount on instrument purchase.



More than 1,100 parents and students attended a one-day science leadership camp sponsored by the Promeag-Hannam BTCI in South Korea.

"The BTCI helps bridge the mission of science through education."

—William A. Linton, CEO Promega Corporation

AMAZ/Botanical Dimensions Digital Herbarium Project. We initiated support of this key initiative in 2010 to preserve and share the knowledge of one of the largest extant flora collections in Northern Peru. The AMAZ/Botanical Dimensions Digital Herbarium Project is a three-year effort to create a digital database of over 100,000 species that had been collected in the Peruvian Amazon rainforest (shown left) since 1972. Appreciating that 25 percent of medicines today come from rainforest botanicals, there is a real need to preserve and share the rich knowledge of the Amazon with scientists working around the globe. The information is being databased at the Universidad Nacional de la Amazonia Peruana (UNAP).

Educational Resources. Appreciating that teachers are always looking for news ideas and the latest information for their classes, Promega offers educational resources such as complementary lectures and lab teaching guides on topics ranging form DNA purification to emerging infectious diseases. The Training Support Program, allows instructors teaching courses using DNA, RNA, protein or cell-based techniques at high school, undergraduate or graduate universities to receive 50% off Promega products. For more information please visit **www.promega.com/resources/teaching-and-training**.

Promega Webinar Series. The Promega Webinar Series is a program that provides noncommercial live webinars to scientists around the world free of charge. Scientific topics range from basic science concepts to highly technical research presentations. This channel of communication allows unique interactions between young and senior scientists in the areas of genomics, proteomics, genetic identity, and cellular analysis.

Woods Hollow Children's Center. Promega is a significant supporter of the Woods Hollow Children's Center, which was developed to provide affordable and vital early childhood education and care for the community surrounding our headquarters in Madison, Wisconsin. With gold-standard accreditation, Woods Hollow offers a rich experience with diverse curriculum and a setting that allows children to explore and create.

Community Wellness

Promega defines community wellness in a broad sense from strengthening the physical and mental needs of the individual to addressing a multitude of social needs in the community.

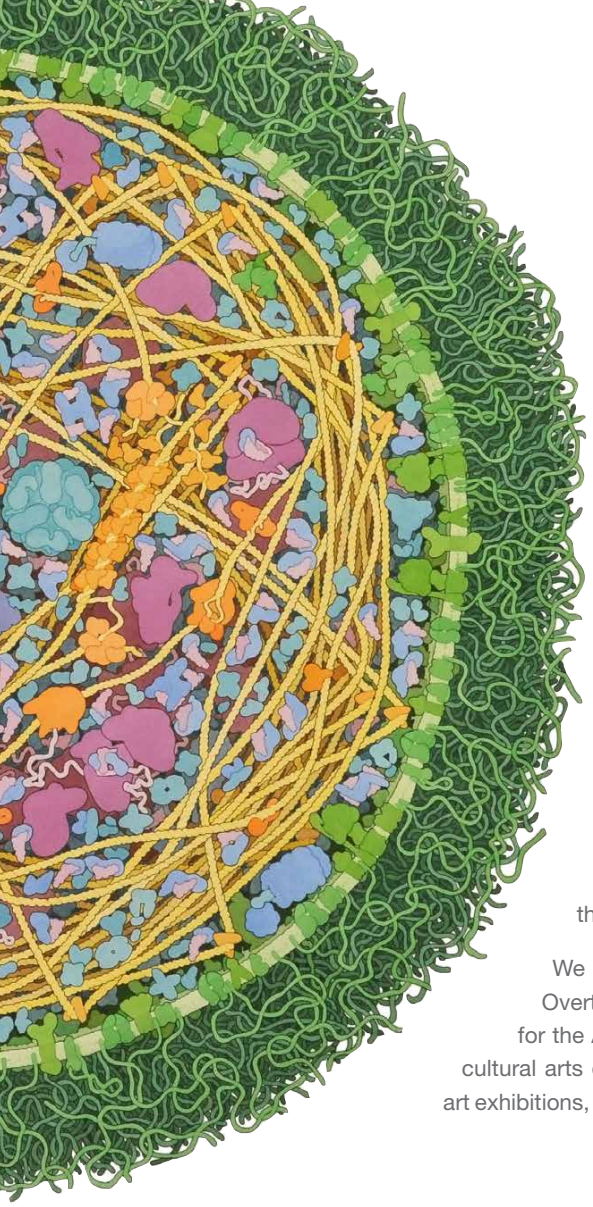
In support of the diverse interests of our employees and the diverse needs of the community, each year Promega matches employee giving in the annual United Way and Community Shares campaigns that are offered on the Madison campus. Similar programs are also offered at Promega branches to encourage contributions and volunteering:

- Promega UK operates an annual program to support local charities that has recently included 'Naomi House' for terminally ill children, 'Guide Dogs for the Blind' and 'MacMillan Nurses' supporting cancer patients at home.
- Promega corporate headquarters also supports an in-house aluminum can recycling program to benefit young adults with special needs in Wisconsin. AdamCan Recycling is a start-up business that will enable these young adults to be self-employed and active members of society.
- In California at Promega Biosciences, an employee led "Community Action Team" works to support local organizations by involving employees in fundraising activities, matching donations and encouraging volunteering.

  › In 2012 funds donated by employees were matched by Promega Biosciences to support The United Way, local Firefighters, Big Brothers/ Big Sisters and Hurricane Sandy Relief.

In 2012 Promega employees contributed to Hurricane Sandy Relief efforts.

- In 2012, Promega Australia raised funds to support disadvantaged children through World Vision Australia, supported The Salvation Army, and cancer research.
- Promega also provides opportunities to individuals with disabilities in the United Kingdom and Madison, Wisconsin, assembling and reusing packaging.



Mycoplasma Cell
Molecular Artistry by David S. Goodsell © 2011

Creativity

By its very nature, science is creative. The need to think of things that don't exist is simply a part of the job. The ability to think creatively and be comfortable forming ideas that have no specific roadmap is an important characteristic to reinforce. As a result, Promega has a long history of supporting creativity within the company and surrounding community.

Established Creative Venues. Promega supports numerous cultural venues in the community such as the Madison Contemporary Art Museum and the American Player's Theatre (APT.) Specifically with the nationally recognized APT, Promega supports the education program of this Shakespearean theater that travels to schools around the state bringing new experiences from theater to thousands of students.

We are also proud to announce sponsorship of the Overture Center for the Arts in 2012. Overture Center for the Arts is a venue in the heart of Madison's thriving cultural arts district presenting more than 200 performances, art exhibitions, and educational and community events each year.

The Overture Center for the Arts - a Promega sponsored venue in 2012.

Quarterly Art Exhibits. Quarterly public art exhibits on the Promega campus serve a dual purpose of sharing the creativity of featured artists while introducing the community to international perspectives. Throughout the years, exhibits have featured work of artists from around the world. This year, numerous local artists were featured in their works around food, light, landscape, everyday objects and the abstract. In addition, historic photographs marking significant moments in the Arizona territory including a visit by Theodore Roosevelt were displayed in the fall show. As always, employees throughout the company participated in the annual employee art show. This year, for those who do not create their own art regularly, they had the option of using lab coats for their medium.

Supporting the arts is common at many global locations. Promega UK supports local artists through a local gallery company called 'Little Van Gogh'. Financial support of the gallery provides art for the office walls that rotates every 6 weeks and is available for purchase.

UK

Promega employees and local residents can view art in the BTC gallery quarterly art shows.

BTC quarterly art show openings often feature local musical talent.

2012 Report Parameters

Reporting on Promega Corporate Responsibility progress is completed on a calendar year basis with information in this report covering January 1, 2012 to December 31, 2012. This is the fifth Promega report in this area following the initial report released in July of 2009. This process of reporting will continue on an annual basis. Corporate Responsibility reporting attempts to focus on the environmental and social impacts of Promega operations worldwide using the framework established by the **Global Reporting Initiative's G3.1 Guidlelines** and the principles of the United Nations Global Compact.

By establishing more timely processes for gathering information worldwide, Promega has seen improved accuracy and trasparency in its key indicators for environmental and social impacts. Increases in the scope, materiality, and comprehensiveness have been experienced but Promega recognizes that there is still significant room for growth. Information has been gathered from all 21 Promega branch and subsidiary locations worldwide. In 2012 some instances, additional or more accurate information has been gathered resulting in variations from reported indicators in previous reports. Estimations for previous years' indicators has been made where information was unavailable using revenue as a factor.

Areas that have not been measured in this report due to lack of current information are:

- Packaging Material Usage: By implementing a new system for gathering and tracking data, Promega will have a better understanding of gross packaging material usage by type and the impacts from these activities.
- Staff Commute
- Effluents to Water
- Supply Chain Analysis

Carbon footprint calculations have been made using the emission factors provided by the **World Resources Institute Greenhouse Gas Protocol** on energy and business travel. In the 2012 we used recently updated emission factors for electricity generation causing changes for previously reported emissions in certain regions. The reported emissions from distribution were calculated with the conversion factors provided by **Defra's 2012 Greenhouse Gas Conversion Factors**. Lastly, the **Environmental Defense Fund's Paper Calculator** has been used for calculating the life cycle impacts due to paper usage. Current and previous years' carbon footprints have been calculated using the most updated information and emission factors from the resources above.

Please contact **sustainability@promega.com** with any questions on the Promega Corporate Responsibility Report.

Key Indicators

Economic	2008	2009	2010	2011	2012
Revenue (US Dollars)	$221,650,835	$233,888,141	$260,201,139	$284,453,280	$318,919,508
Number of Employees	963	983	1,024	1,163	1,180
Environmental					
Greenhouse Gas Emissions (Tons of CO2)	20,708	19,429	20,797	21,430	21,257
Emissions Per Million in Revenue (Tons of CO2)	3.4	83.1	79.9	75.3	66.7
Energy Consumption:					
Electricity (kWh)	15,742,438	15,255,183	16,363,009	16,446,339	16,649,880
Natural Gas (Therms)	589,034	573,652	564,715	569,454	508,964
Water Consumption (Gallons)	14,241,376	13,678,029	17,104,304	18,235,195	19,741,084
Total Paper (Reams)	127,240	22,894	27,798	18,522	28,141
Solid Non-Hazardous Waste (Cubic Feet)	223,642	215,826	245,029	270,299	271,941
Incinerated (Cubic Feet)	7,854	5,797	6,511	6,580	6,571
Land filled (Cubic Feet)	112,227	111,336	124,178	127,396	123,767
Recycled (Cubic Feet)	103,561	98,693	114,340	136,323	141,603
Chemical Waste (Pounds)	145,395	144,449	177,238	165,679	180,231
Infectious Waste (Pounds)	9,316	9,431	9,261	9,164	12,779
Styrofoam Boxes Returned	16,718	18,172	16,743	12,193	10,438

GRI Index

The Global Reporting Initiative (GRI) is the world's most widely recognized sustainability framework for organizations to use when measuring and reporting on economic, environmental, and social performance. The 2012 Promega Corporate Responsibility Report is based on the GRI G3.1 Guidelines and the following table has been developed to help users locate specific information in the report.

Some sections of the GRI that were not covered in the report will be addressed below. In 2012 we had no incidents or issues in the following areas:

- Fines for non-compliance with environmental laws and regulations (EN 28)
- Incidents of discrimination and action taken. (HR 4)
- Incidents of violations involving rights of indigenous people and actions taken. (HR 9)
- Legal actions for anti-competitive behavior, anti-trust, and monopoly practices ant their outcome. (SO 7)
- Fines and non-monetary sanctions for noncompliance with laws and regulations. (SO 8)

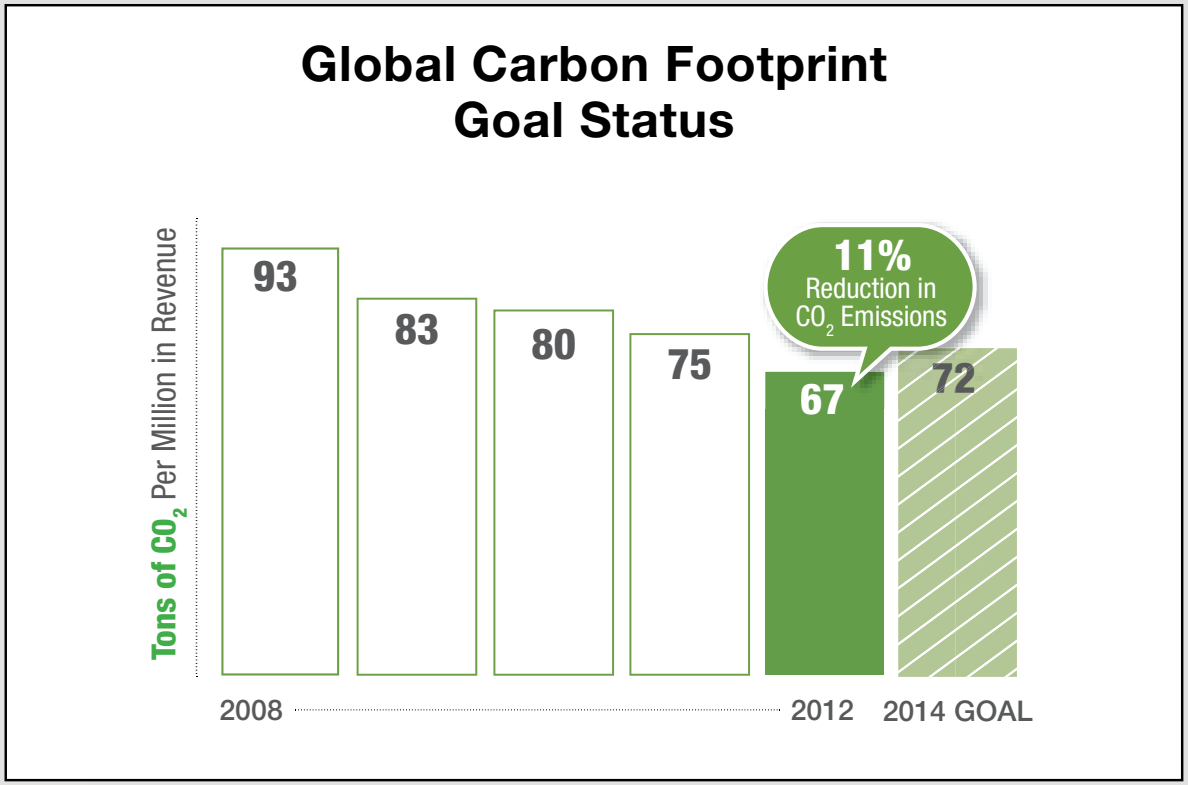


Figure 1. Status toward 2014 greenhouse gas emissions reduction goal.

Return to pg. 23: Responding to Climate Change

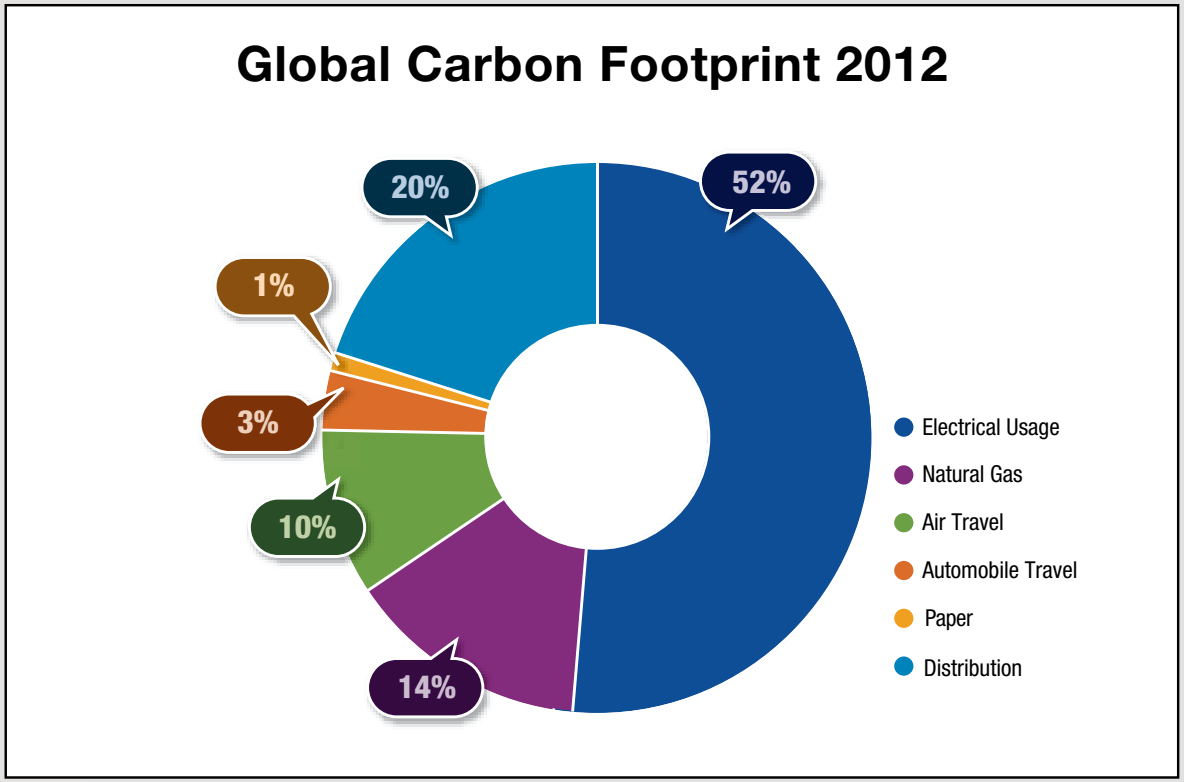


Figure 2. Key contributors to the Promega carbon footprint.

Return to pg. 23: Energy Consumption

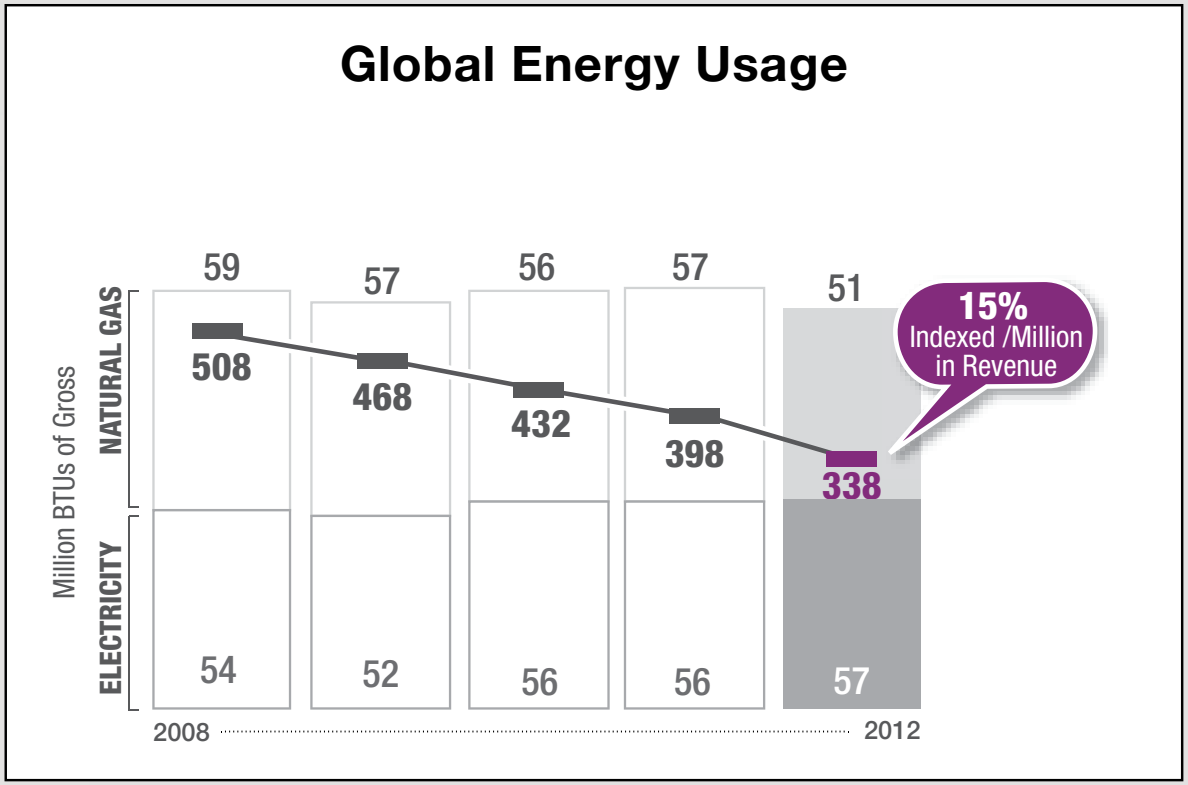


Figure 3. Global energy composition and usage indexed to revenue.

Return to pg. 23: Energy Consumption

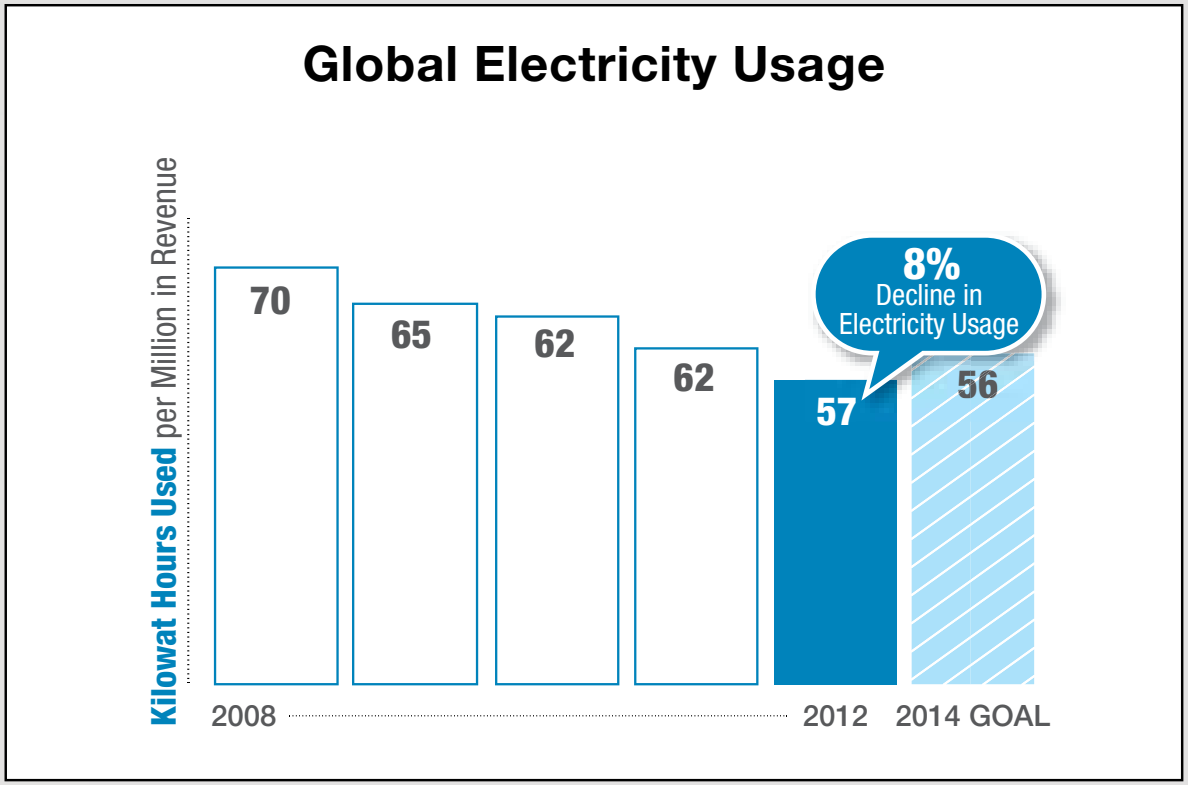


Figure 4. Electricity usage indexed to revenue in relation to our 2014 Goal.

Return to pg. 24: Electricity

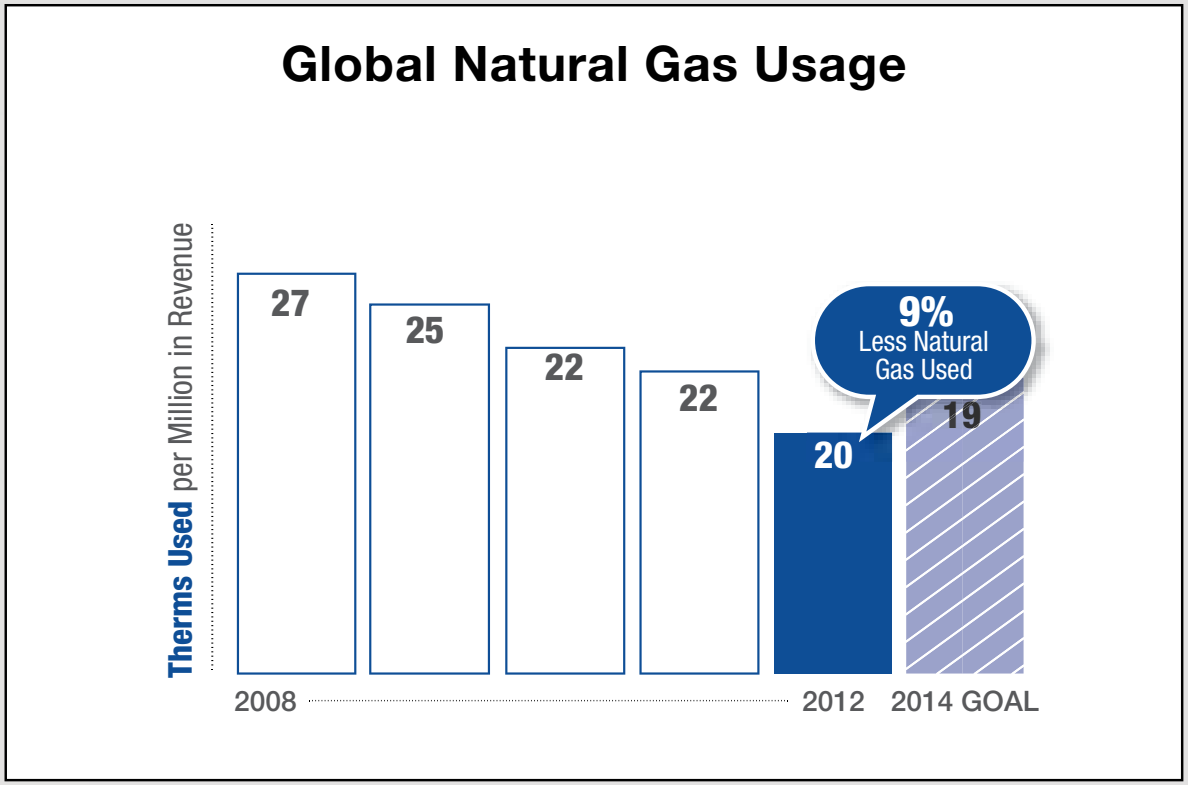


Figure 5. Natural gas usage as indexed to revenue to 2014 goal.

Return to pg. 28: Natural Gas

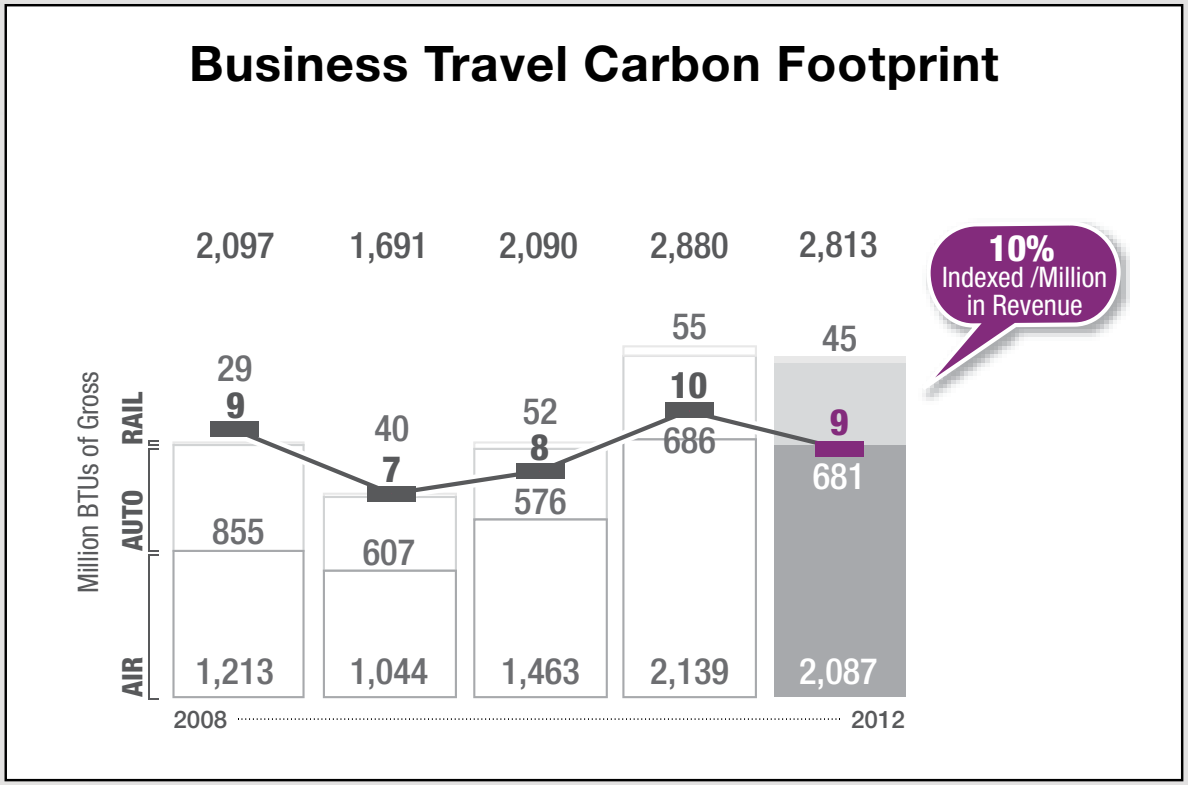


Figure 6. Sources of gross travel emissions and emissions indexed to revenue.

Return to pg. 32: Business Travel

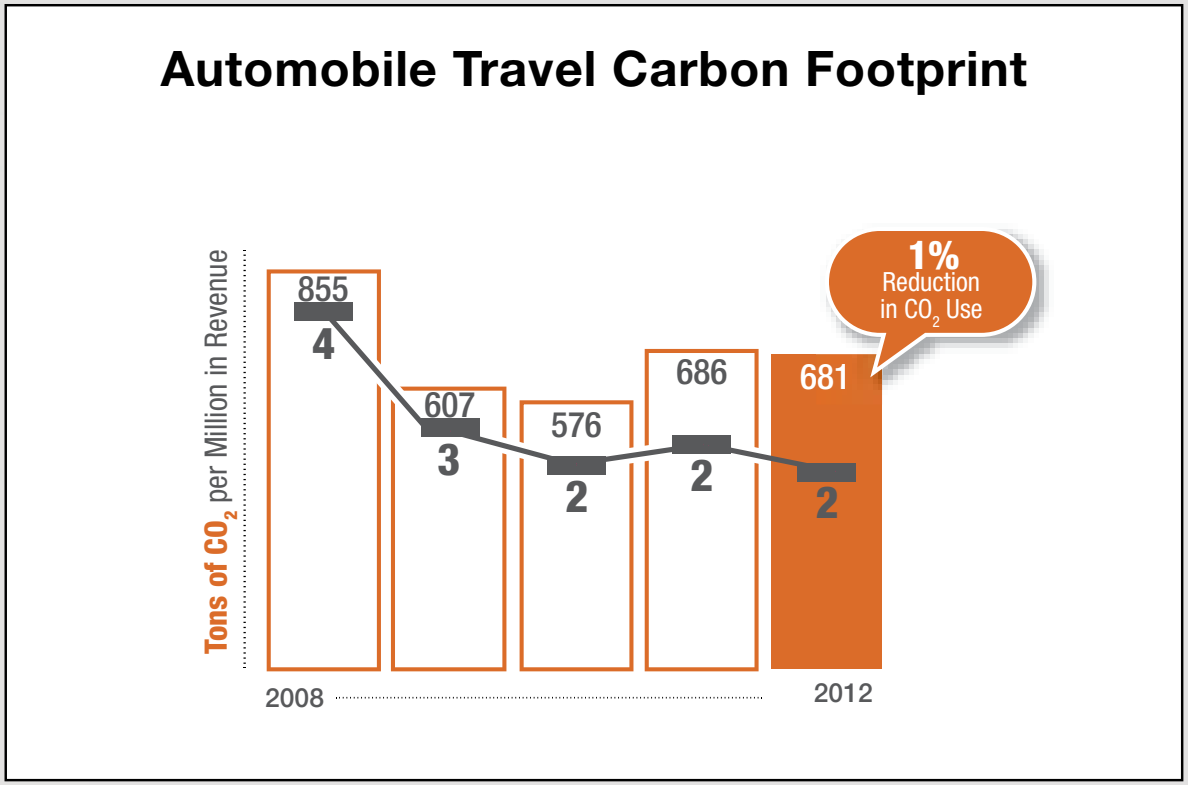


Figure 7. Net emissions from automobile travel and indexed to revenue.

Return to pg. 33: Automobile Travel

Figure 8. Composition of non-hazardous solid waste and progress toward 2014 goal.

Return to pg. 34: Waste

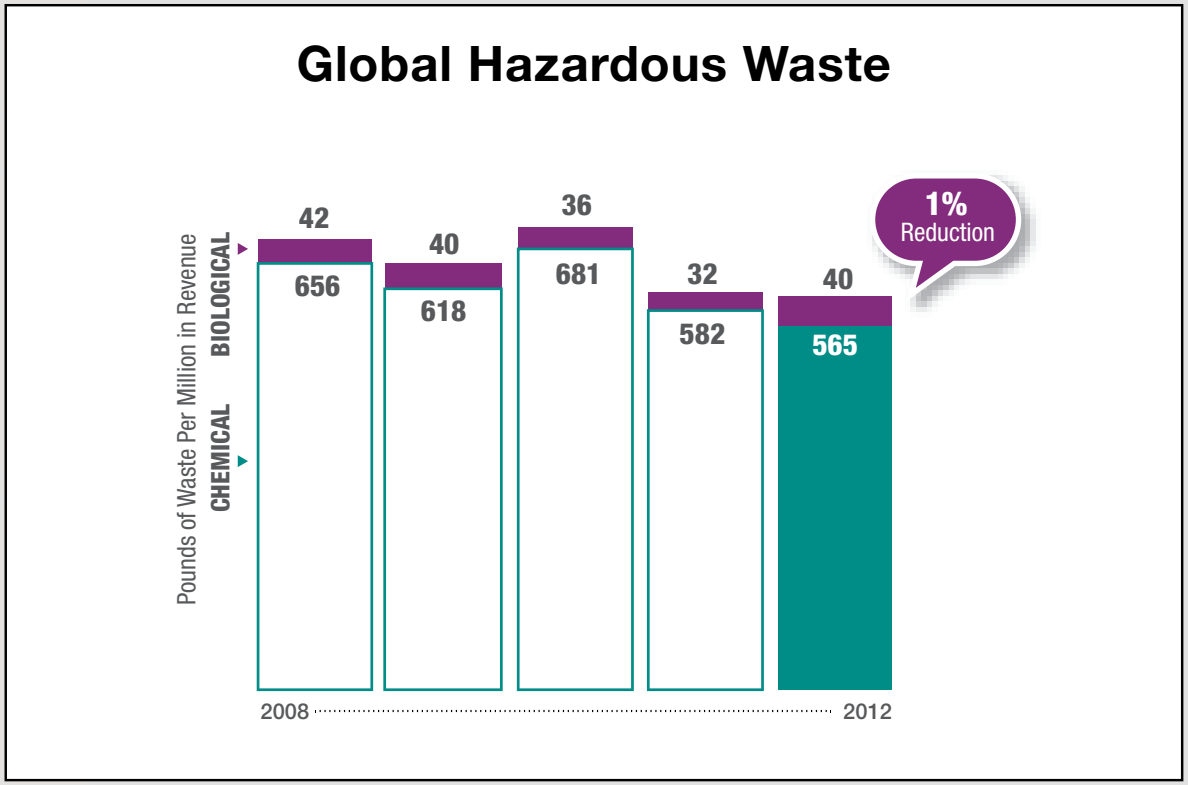


Figure 9. Hazardous wastes as indexed to revenue.

Return to pg. 36: Waste

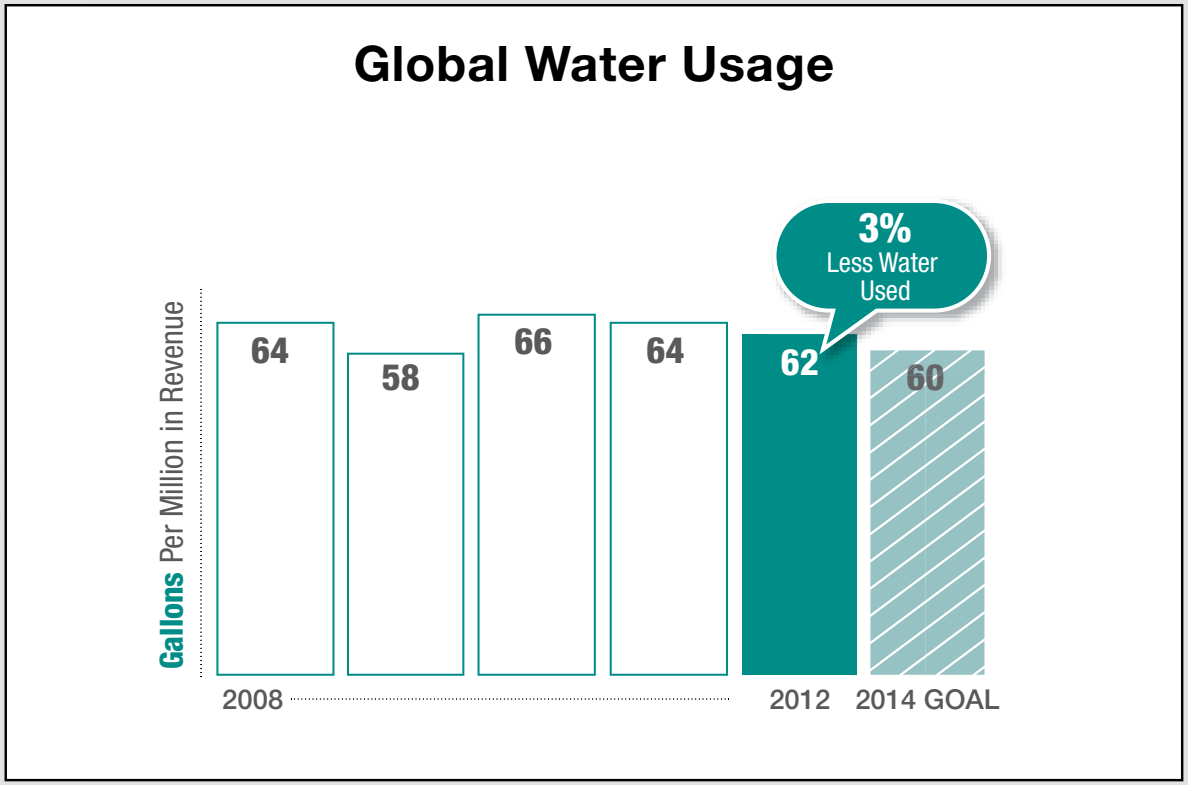


Figure 10. Waste usage indexed to revenue and progress toward 2012 target.

Return to pg. 37: Water Usage

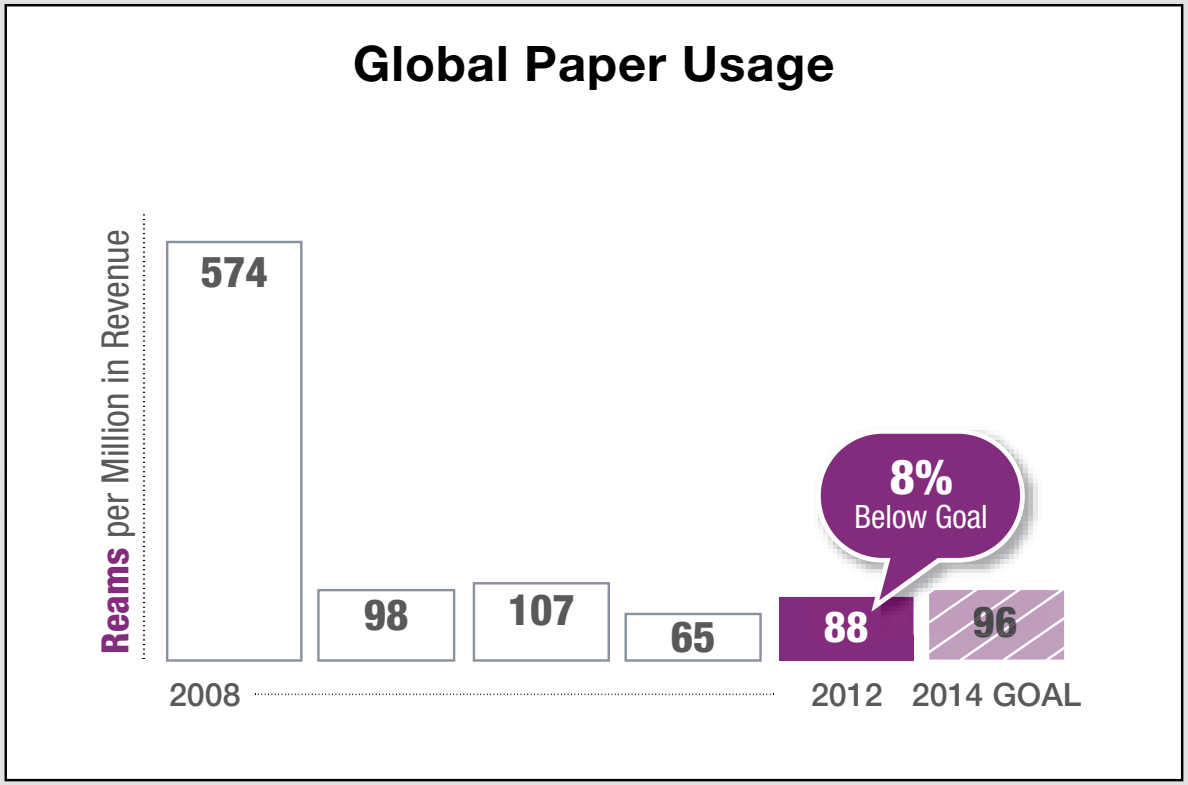


Figure 11. Global paper usage indexed to revenue since 2008.

Return to pg. 39: Paper Usage

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