2025 Sustainability Report

Welcome to Bio-Rad's 2025 Sustainability Report

Our 2025 Sustainability Report details Bio-Rad's progress in advancing scientific innovation, enhancing human health, reducing our environmental footprint, and upholding the highest standards of ethics and integrity.

It outlines our journey to further embed sustainability into our business strategy and decision-making to drive impact and value for our stakeholders, the communities we serve, and our environment.

Forward-Looking Statement:
This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding Bio-Rad's environmental targets, sustainability goals, planned initiatives, and expected future performance. These statements are based on current expectations and assumptions and involve known and unknown risks and uncertainties that may cause actual results, performance, or achievements to differ materially from those expressed or implied. Factors that could cause actual results to differ include, among others, changes in regulatory requirements, business conditions, and the availability of data needed to support reported metrics. Bio-Rad undertakes no obligation to update or revise any forward-looking statements to reflect new information, future events, or otherwise, except as required by law. All forward-looking statements in this report are qualified in their entirety by this cautionary statement.

A Message from Our CEO

In 2025, we made meaningful advances in how we measure and report our sustainability performance. For the first time, we disclosed our full greenhouse gas (GHG) emissions, including Scope 1 and 2 emissions for our 135 sites and Scope 3 emissions across our value chain. We also introduced our first Global Quality Manual and established an enterprise-wide Artificial Intelligence (AI) governance framework. Together, these efforts create a stronger foundation for the work ahead.

People & Operations
As part of employee safety monitoring throughout 2025, we distributed monthly global safety communications to share incident learnings and reinforce expectations. We deployed dedicated Environment, Health, and Safety (EHS) specialists across our critical global supply chain locations and completed the global rollout of the Benchmark EHS Management System, standardizing how we track incidents, corrective actions, and training.

We introduced our first Global Quality Manual, establishing consistent quality standards across the entire organization. Standardizing how we work helps build trust with our customers and strengthens compliance across our operations.

We also expanded our portfolio through the acquisition of Stilla Technologies, a droplet-based digital PCR developer with operations in France and the United States. The addition broadens our capabilities in applied research and clinical diagnostics and provides our customers with access to more automated, higher-throughput solutions.

Ethics
During 2025, we conducted a company-wide ethics culture survey and implemented a new third-party management platform. We completed a Double Materiality Assessment, which is an important step in ensuring our Environment, Social, Governance (ESG) strategy reflects the issues that matter most to our people, our environment, and our business.

As AI becomes more embedded in how we work, we established an enterprise-wide governance framework to guide its responsible use. This includes a dedicated AI risk assessment process and a platform for evaluating AI applications across our operations.

Environment
We disclosed our Scope 3 emissions for the first time, providing an initial estimate of emissions across our value chain aligned with the Greenhouse Gas (GHG) Protocol. Scope 3 represents approximately 92% of our total GHG footprint. This is first-year reporting and the figures carry inherent uncertainty. We remain committed to refining our methodology and plan to submit science-based targets to the Science Based Targets initiative (SBTi) by the end of 2026.

We expanded our environmental reporting scope to 135 sites from 57, adding commercial offices, storage facilities, and business centers worldwide. We commissioned a new 400-kilowatt solar array at our Hercules, California site, which produced more than 207,000 kilowatt-hour (kWh) of renewable energy in its first six months. Our Latin American manufacturing site ran entirely on renewable electricity in 2025. In Singapore, our Pioneer facility earned the BCA Green Mark Platinum Certificate for energy efficiency and sustainable innovation.

The work we completed in 2025, including disclosing our full emissions footprint for the first time, standardizing quality practices, building AI governance structures, and expanding our reporting scope, reflects a commitment to building what lasts.

I would like to thank our employees, customers, and partners for their contributions to this work and the ongoing commitment to our mission to advance science and save lives, together.

Norman Schwartz
Chief Executive Officer

About Bio-Rad

Saving Lives is Our Life's Work

Bio-Rad is a global leader in developing, manufacturing, and marketing a broad range of products for life science research and clinical diagnostics. Headquartered in Hercules, California, we operate a worldwide network of research, development, manufacturing, and sales facilities with over 7,400 employees and $2.6 billion in revenue in 2025.

Our customers include universities, research institutions, hospitals, biopharmaceutical companies, and clinical, food safety, and environmental quality laboratories. From research to diagnostics, we transform big questions into meaningful outcomes. Our expertise spans Life Science applications, Clinical Diagnostics, Quality Management, Food & Beverage Testing, and Classroom Education – all built around advancing patient care and saving lives in partnership with customers worldwide.

70+ Years Advancing Science

7,453 Bio-Rad Employees

Employees in **37** Countries

2,100+ Patents

An Empowering Purpose

Our Mission

We advance science and save lives, together.

Our Values

Our Values define how we work together and the behaviors that drive our success. They guide our decisions and reflect our core beliefs.

Focused
We put customer success and strategy at the center of what we do.

Accountable
We honor commitments to customers, colleagues, and ourselves.

Sustainable
We are building a company that will stand the test of time.

Together
We respect one another as individuals, and we win together as a team.

2025 Values in Action Awards

Bio-Rad recognizes and celebrates employees who exemplify our core values. Throughout the year, individuals and teams are nominated for demonstrating behaviors such as customer focus, critical thinking, a data-driven mindset, and strategic leadership.

A cross-functional committee reviews all nominations, selects recipients, and formally recognizes awardees during quarterly company-wide Town Hall meetings. This program reinforces a culture of accountability and ethical conduct, encouraging behaviors that support sustainable performance and long-term value creation.

Meet one of our Values in Action Award Winners

Kris Osgood
Global Commercial Operations (USA)

Kris demonstrated exceptional accountability and commitment when he responded on short notice – despite being on planned time off – to support a critically short-staffed blood bank at Brown University. During a particularly demanding week of service calls, both IH500 instruments at the site had become inoperable, creating an urgent need for technical assistance. Kris immediately mobilized, completing the necessary repairs early the following morning and restoring both instruments to full functionality.

Shortly afterward, the restored instruments proved essential during a tragic mass casualty incident in Providence, Rhode Island. Their availability enabled the hospital's blood bank to operate at full capacity, providing uninterrupted, lifesaving support when it was needed most. The hospital subsequently issued a formal note of gratitude recognizing Kris's responsiveness and impact.

This example highlights how individual dedication, combined with Bio-Rad's core values of Accountability and Togetherness, directly contributes to supporting and protecting the communities we serve.

"I am proud to be a part of Bio-Rad and happy we are able to make such an impact in the world."

Leadership and Executive Team

Leading by Example

Our leadership team is committed to upholding the highest standards of integrity, accountability, and ethical conduct, reinforcing Bio-Rad's role as a responsible corporate citizen. Through governance practices and the integration of environmental, social, and human rights considerations into strategic decision-making, we aim to create sustainable, long-term value for our stakeholders and the communities in which we operate.

Our Board of Directors

Norman Schwartz
Chairman of the Board

Jeffrey L. Edwards
Compensation Committee Chair, Audit Committee Member, Legal and Regulatory Compliance Committee Member

Greg K. Hinckley
Lead Independent Director, Audit Committee Member, Compensation Committee Member

Melinda Litherland
Audit Committee Chair, Legal and Regulatory Compliance Committee Member

Arnold A. Pinkston
Legal and Regulatory Compliance Committee Chair

Allison Schwartz
Director

Our Executive Team

Norman Schwartz
Chief Executive Officer

Jonathan P. DiVincenzo
President, Chief Operating Officer

Roop K. Lakkaraju
Executive Vice President, Chief Financial Officer

Courtney C. Enloe
Executive Vice President, General Counsel and Secretary

Nanditha Yelamanchi
Executive Vice President, Chief Human Resources Officer

Anette Engelhardt
Executive Vice President, President, Clinical Diagnostics Group

James Barry
Executive Vice President, President, Life Science Group

Rajat Mehta
Executive Vice President, Global Commercial Operations

Sedat Evran
Executive Vice President, Global Supply Chain

Executive Sustainability Steering Committee

Our Executive Sustainability Steering Committee provides senior leadership oversight of Bio-Rad's sustainability strategy and performance. Chaired by the Chief Financial Officer and supported by the Chief Operating Officer, General Counsel, and Executive Vice Presidents of Global Supply Chain and Global Commercial Operations, the committee is responsible for integrating environmental, social, and governance considerations into strategic decision-making, risk management, and business operations.

The committee reviews sustainability performance on a quarterly basis, including progress against targets, key risks and opportunities. Through this oversight, the committee supports continuous improvement and ensures alignment with regulatory requirements and stakeholder expectations. Regular updates are provided by the CFO to the Board of Directors' Audit Committee, reinforcing governance, accountability, and transparency at the highest level.

Beneath the Executive Sustainability Steering Committee, a network of cross-functional working groups drives the execution of key sustainability initiatives. These groups focus on priority areas such as ESG reporting and science-based targets, ensuring alignment with strategic objectives and regulatory expectations.

Double Materiality Assessment

In 2025, Bio-Rad conducted a Double Materiality Assessment to ensure that our ESG and sustainability strategy is aligned with both the sustainability topics that have the greatest impact on people and the environment and those that present the most significant risks and opportunities to the business. The assessment considered stakeholder expectations, regulatory requirements, and potential financial and operational impacts across the value chain. The results reaffirmed our strategic focus, reflecting the areas where Bio-Rad can have the greatest impact and where sustainability considerations are most closely linked to long-term business value.

Board of Directors
Provides oversight

The Board of Directors' Audit Committee has the primary responsibility for the company's initiatives related to corporate responsibility and sustainability performance matters, except to the extent specifically allocated to another committee of the Board.

ESG Executive Steering Committee
Provides executive oversight and decision making

Select members of Bio-Rad's Executive Leadership Team collaborate on oversight and provide executional leadership.

ESG Working Groups
High-touch engagement

Working groups collaborate cross-functionally to execute key initiatives and drive continuous improvement.

Pursuing Life-Saving Science with Integrity

At Bio-Rad, our unwavering commitment to the highest standards of ethics and integrity underpins everything we do and drives our ability to deliver on our commitments. As a global leader in the development, manufacturing, and delivery of solutions for life science research and clinical diagnostics, our success is built on the trust we earn by consistently doing the right thing.

Corporate Compliance

Our Corporate Compliance team advances our mission through a dual focus on education and enforcement. Our education initiatives deliver training and outreach to Bio-Rad employees and business partners on applicable global legal and regulatory requirements, the Company's approach to compliance, and the potential risks associated with non-compliance for both Bio-Rad and its customers.

Our enforcement efforts include thorough investigations of all allegations of illegal or unethical conduct involving employees or business partners, supported by ongoing audits and monitoring of internal and third-party controls. These activities are designed to ensure the effectiveness of our compliance framework and to promote a culture of integrity and responsible, compliant behavior.

Annual Compliance Training

Bio-Rad's core values reflect our commitment to accountability, ethics, and integrity in all aspects of our business. Consistent with these principles, all employees are required to complete our annual compliance and ethics training.

This training is designed to serve two critical purposes central to protecting our customers, our company, and one another. First, it equips employees with a clear understanding of the key legal and regulatory requirements governing Bio-Rad's operations. Second, it provides practical guidance for navigating complex situations with professionalism and integrity, including how to appropriately address and report concerns when behavior by colleagues or business partners does not align with our standards.

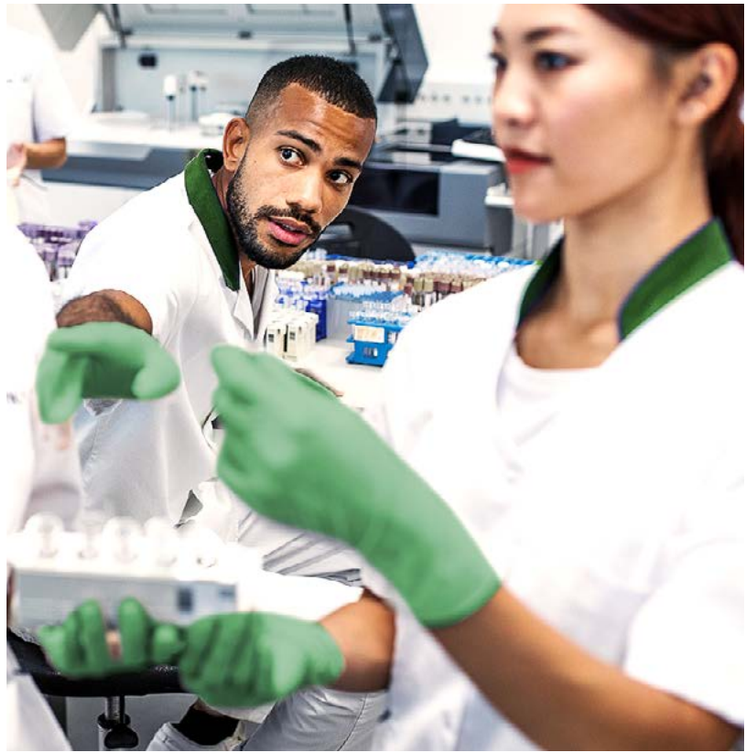
Compliance training

Bio-Rad's six-module compliance training program was updated in 2025, providing employees with the latest guidance on regulatory requirements, company policies, and industry best practices.

- Bio-Rad Code of Business Ethics and Conduct
- Data Privacy and Security Awareness
- Anti-Phishing
- Conflict of Interest Questionnaire
- Global Anti-Bribery and Anti-Corruption Law
- U.S. Health Insurance Portability and Accountability (HIPAA) Law Module

2025 Compliance Roadmap

- Conducted a company-wide ethical culture survey
- Began implementation of a new third-party management platform
- Updated training on proper handling of confidential medical information and launched new training on proper handling of confidential corporate information



Anti-Corruption Training and Communications

2025 Highlights

Anti Corruption	2020	2021	2022	2023	2024	2025
Governance body members trained on anti-corruption policies and procedures						
Global	6 (100%)	6 (100%)	6 (100%)	6 (100%)	6 (100%)	6 (100%)
In-scope employees trained on anti-corruption, by region:						
AMER	4,075 (>98%)	3,583 (>98%)	3,520 (>98%)	3,309 (>98%)	3,144 (>98%)	2,923 (>98%)
EMEA	3,585 (>98%)	3,060 (>98%)	2,791 (>98%)	2,554 (>98%)	2,343 (>98%)	2,350 (>98%)
APAC	1,377 (>98%)	1,266 (>98%)	1,342 (>98%)	1,316 (>98%)	1,231 (>98%)	1,220 (>98%)
Business partners informed of anti-corruption policies and procedures, by region						
AMER	NR	148 (100%)	132 (100%)	110 (100%)	180 (100%)	181 (100%)
EMEA	NR	219 (100%)	224 (100%)	213 (100%)	231 (100%)	232 (100%)
APAC	NR	401 (100%)	414 (100%)	414 (100%)	412 (100%)	406 (100%)

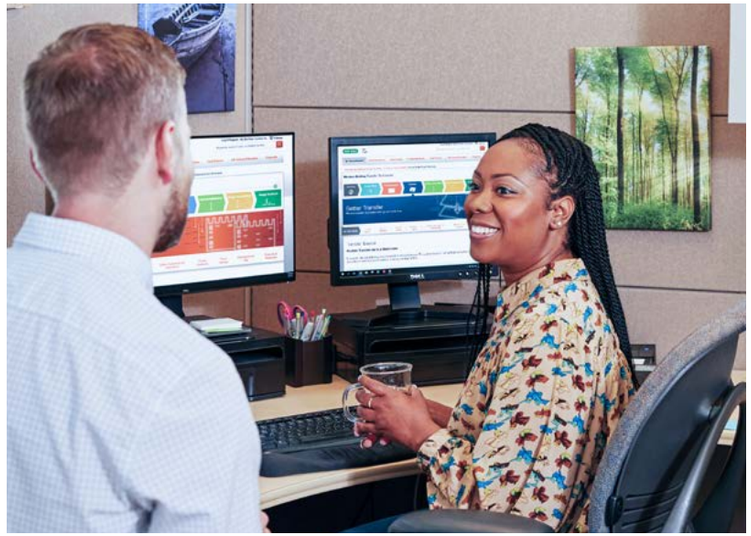
* Training recorded by the learning management system as completed at any time during each year. This data report includes completions for all current and former employees, tracking the specific date of each completion for each year.

Standing Up and Speaking Up

Bio-Rad is committed to fostering a culture of transparency and accountability, where employees are encouraged to raise concerns, ask questions, and promptly report potential issues. All employees are expected to report any suspected or potential violations of Bio-Rad's Code of Conduct, company policies, or applicable laws and regulations.

Employees are encouraged to seek guidance through their manager or supervisor, or through Bio-Rad resources including Corporate Compliance, Human Resources, Internal Audit, or the Legal Department. In addition, Bio-Rad provides a confidential Helpline, accessible through Customer Support in more than 300 languages, as well as online reporting resources available in 50 languages, to ensure broad accessibility across our global workforce.

To reinforce our commitment to a speak-up culture and a zero-tolerance stance on retaliation, we conduct follow-up surveys at multiple stages of the investigation process to confirm that individuals who raise concerns do not experience retaliation. If concerns about retaliation are identified, a separate investigation is initiated to address and resolve the issue promptly.



Data Privacy

Data Privacy is a fundamental element of our commitment to operating as a responsible corporate citizen. Bio-Rad's data privacy policies are designed to safeguard and appropriately manage personal information belonging to employees, customers, business partners, and patients.

These policies are governed by our Information Security and Privacy Policy, which is available in multiple languages – including English, French, German, Portuguese, Japanese, Korean, Spanish, Chinese, Dutch, Italian, and Russian – to support consistent understanding and compliance across our global operations.

Key elements of Bio-Rad's data privacy policies:

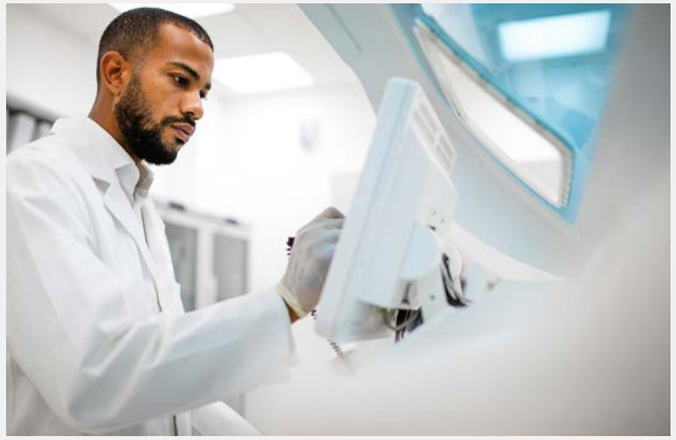
Compliance with data protection laws
Bio-Rad is committed to managing personal information in alignment with applicable data protection laws and to continuously enhancing its privacy compliance program.

Data privacy program management
The data privacy program is supported by dedicated privacy management and collaboration platforms to ensure effective oversight, documentation, and regulatory compliance across our global operations.

Incident reporting
Established procedures exist for reporting data breaches and handling requests from individuals regarding their personal data.

Training and guidance
Bio-Rad provides privacy training and guidance materials to ensure employees understand and apply data privacy best practices.

Cybersecurity



Bio-Rad is committed to maintaining strong cybersecurity standards for our products, services, and infrastructure. Acknowledging the constantly evolving threat landscape, we continually evaluate and strengthen our cybersecurity measures. Moreover, we prioritize the confidentiality, integrity, and availability of data processed by connected medical devices.

AI Governance

Bio-Rad is committed to the responsible, ethical, and secure use of artificial intelligence (AI) across its operations. As AI technologies continue to evolve, we maintain governance, risk management, and compliance frameworks to support innovation while safeguarding our employees, customers, and stakeholders.

Enterprise AI Governance Framework

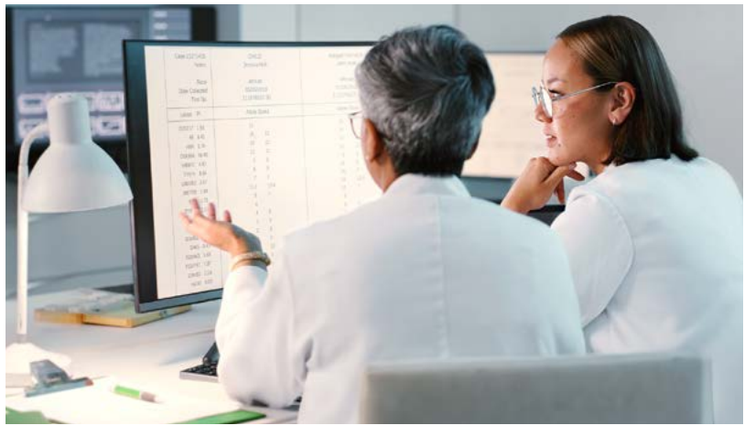
During the reporting period, Bio-Rad established an enterprise-wide AI governance framework to guide the responsible development and deployment of artificial intelligence technologies. This included the adoption of a formal enterprise AI policy defining governance structures, risk management principles, and compliance expectations. The framework is designed to enable secure and scalable AI adoption while promoting appropriate oversight, accountability, and alignment with applicable and evolving regulatory requirements.

Workforce Training and Awareness

Bio-Rad recognizes that responsible AI use depends on an informed and capable workforce. To support accessibility and consistent understanding across regions, we launched global, multilingual AI training programs. These programs provide targeted guidance on responsible AI use, data protection, and AI-related risk awareness, enabling employees to utilize AI tools in a compliant and responsible manner while mitigating the risk of misuse.

AI Risk Assessment and Regulatory Compliance

To strengthen oversight, Bio-Rad implemented a structured AI risk assessment process, supported by a centralized platform to evaluate AI use cases across both internal and external applications. This approach is designed to enable the systematic identification, assessment, and management of AI-related risks, support compliance with applicable and evolving regulatory requirements, and reinforces responsible AI practices across the organization.



People

A Team Committed to Making a Better World

As a global leader in developing innovative products for life science research and clinical diagnostics, we pride ourselves on an inclusive, innovative culture and a diverse workforce. The perspectives our people bring contribute daily to the betterment of the world around us. We are committed to creating an environment where every voice is heard, ideas are challenged respectfully, and opportunities for growth and impact are accessible to all.

GLOBAL EMPLOYEE DEMOGRAPHICS	2021	2022	2023	2024	2025
Male	4,403	4,565	4,448	4,250	4,085
Female	3,481	3,629	3,555	3,432	3,348
Unknown	10	19	22	19	20
Total	7,894	8,213	8,025	7,701	7,453

Turnover

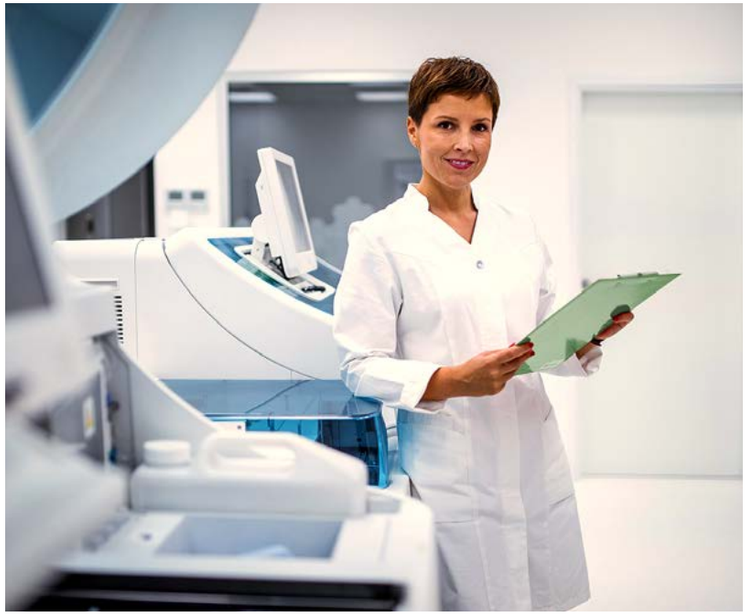
We closely monitor turnover and other key metrics. We conduct exit interviews to inform improvement areas and identify and address emerging trends. During the past year, we saw an increase in involuntary turnover primarily driven by strategic workforce management initiatives. Voluntary turnover decreased slightly in 2025 (7.8%) compared to 2024 (7.9%).

TURNOVER METRICS[1]	2024	2025
Voluntary	7.9%	7.8%
Involuntary	4.6%	6.8%
Total	12.5%	14.6%

[1] Based on average headcount for 2025 (7,567) and 2024 (7,841)

Employee Engagement

Employee Engagement at Bio-Rad is pivotal for creating a positive employee experience and work environment. Our engagement surveys are a valuable tool that allows us to capture the voice of our employees and incorporate their feedback into our overall culture. Our engagement surveys are conducted internally using the Qualtrics platform and provide key insights into the employee experience, and highlight Bio-Rad's strengths and improvement areas.



In 2025, 82% of employees participated in Bio-Rad's global engagement survey, reflecting strong workforce participation and providing valuable insight into employee perspectives.

The survey resulted in an overall engagement score of 66% favorable, based on six core engagement measures. Survey results and targeted action planning identified opportunities to further strengthen employee engagement through enhanced communication.

Employee Referrals

We recognize our people are our greatest asset and we are committed to building a workplace that reflects our values. Our employee referral program not only strengthens our pipeline but also fosters a culture of shared responsibility in attracting talent. By encouraging employees, we leverage the trust and insight of our team members to identify potential talent for Bio-Rad who will contribute to our culture and long-term goals.

In 2025, employee referrals represented 13.5% of all hires globally, with 120 positions filled through employee referrals. Employee referrals remain an important source of talent acquisition, supporting recruitment efforts across multiple regions and functions.

Building Careers and Futures

At Bio-Rad, we enable our people to reach their full potential in a dynamic, inclusive, high-performance environment. Our legacy of purposeful, impactful career growth starts with providing the tools, experiences, education, and flexibility that empower individuals to pursue ambitious paths today and for the future.

Learning Academy

Scalable, Skills-Based Development for the Future
The Bio-Rad Learning Academy drives global talent development through structured learning paths and tools like Degreed and LinkedIn Learning, building capabilities in communication, leadership, and business acumen. Its flexible, globally accessible approach supports employee advancement, engagement, and retention.

Leadership Development Program

Leadership Development and Enterprise Impact
Bio-Rad's Leadership Development Program (LDP) is designed to build leadership skills aligned with strategic business goals. Essential for cultivating leadership and sustaining Bio-Rad's long-term performance, the curriculum includes intensive in-person learning sessions, executive coaching, and experiential learning, emphasizing cross-regional and cross-functional collaboration.

In 2025, the program engaged participants in executive-sponsored projects focused on complex, cross-functional challenges selected by senior leaders to promote broad collaboration.

Critical Business Projects as a Development Mechanism

Thirty participants worked on initiatives tied to priorities such as AI-driven learning, risk management, and product development. These projects enabled application of leadership skills and culminated in formal presentations to senior leaders, directly connecting development activities to organizational needs.

Governance, Sponsorship, and Alignment

Each project was supported by an Executive Sponsor and Business Lead, ensuring relevance and integration with enterprise priorities. The governance framework keeps initiatives focused, timely, and complementary to ongoing operations.

Building Leadership Capability for Sustainability

The LDP prepares leaders for systemic thinking, cross-functional teamwork, and enterprise-level contributions. Graduates serve as mentors and contributors to future programs, strengthening leadership continuity and supporting business resilience.

"Sustainable organizations are built by leaders who understand that how we lead matters just as much as what we deliver. My focus in leading the Leadership Development Program was to create space for leaders to grow, reflect, connect, and show up with greater intention—for their teams, our culture, and the long term health of the organization."

– Patsy Kennedy, Senior Director of Global Talent Development, Global Human Resources

"Bio-Rad's leadership development program connected me with a diverse network of leaders globally, allowing me to exchange ideas, gain new perspectives, and build meaningful professional relationships. As a result, it has strengthened my ability to lead strategically and positioned me for continued growth and greater responsibility in my career."

– Deanna Simmons, Strategic Accounts, Global Commercial, Americas

Global Mentorship Program

The Global Mentorship Program provides employees across all regions and business units with access to career development, knowledge sharing, and leadership growth opportunities. Designed as a global, cross-functional initiative, the program strengthens inclusion and belonging while fostering collaboration across geographic and organizational boundaries.

In 2025, the program successfully paired 85 mentors with mentees worldwide, enabling participants to build trusted relationships, broaden perspectives, and develop critical leadership and professional skills. As the program continues to evolve—through expanded access and scalable digital enablement—it supports long-term talent sustainability while ensuring development opportunities remain accessible to a diverse, global workforce.

"Leading the Global Mentorship Program at Bio-Rad has been a great experience, a wonderful opportunity for continuing my learning about the organization and about myself. The aspect that I keep dear to my heart is having the opportunity to observe from near the positive impact that this program has on the participants. Seeing their enthusiasm to share and to learn and grow is a continuous inspiration."

– Barbara Casarin, Learning and Organizational Development Business Partner, Global Human Resources

Life Science Group (LSG) Technical Training Program

In 2025, the LSG Technical Training Program expanded its scope to strengthen technical capability, career development, and onboarding across the organization. The program delivered structured learning pathways and live training aligned to business needs, while promoting active collaboration between employees and managers through skill assessments, role-based development plans, and targeted learning content. These enhancements reinforced our commitment to building technical expertise and workforce readiness.

2025 Program Highlights:

Delivered live courses, including Statistics for Product Development, Design of Experiments, Advanced Design of Experiments, Reliability Analysis, and Advanced Reliability Analysis

Expanded role-based development plans across LSG's Commercial Development, Market Development, Antibody Content Division, and Bio-Education functions

Completed skill assessments across LSG, generating updated data to inform 2026 training priorities

Launched new e-learning modules, including Visual Project Management, Requirements Writing, and Bioinformatics topics

Increased overall program satisfaction compared to 2024, based on annual employee survey results.

2025 Summer Internship Program

Bio-Rad's 2025 Corporate Summer Internship Program welcomed 29 interns from 17 universities across the country. The program drew heavily from California's top research universities, with UC Berkeley leading as the most represented school at 9 interns, followed by UC San Diego (3) and UC Irvine (2). Beyond the UC system, Bio-Rad hired from a diverse mix of institutions including Johns Hopkins University, Caltech, Rose-Hulman Institute of Technology, and the University of Michigan, reflecting the company's commitment to sourcing top STEM talent from both regional and nationally recognized programs.

Safety and Wellness

People First, Always

Protecting our employees' health, safety, and well being is central to how we operate responsibly and sustainably. We proactively identify, evaluate, and reduce risks across every corner of our global business – from manufacturing and distribution to research, field services, and administrative functions. By applying standardized safety management practices, a balanced suite of performance metrics, and a culture that prizes continuous improvement, we work to prevent injuries, lower workplace risk, and embed safer practices across all sites worldwide.

Safety Performance: 2023–2025

Global Work-Related Injuries	2023	2024	2025
Workers covered by an occupational health and safety management system (number)[1]	8,025	7,701	7,453
Workers covered by an occupational health and safety management system (percentage)	100%	100%	100%
Recordable work-related injuries – Employees and Non-Employees	83	80	74
Recordable work-related injuries – Employees and Non-Employees (IIR)	1.10	1.09	0.96
Fatalities from work-related injury or ill health – Employees and Non-Employees (total)	0	0	1 [2]
Fatalities from work-related injury or ill health – Employees and Non-Employees (rate)	n/a	n/a	0.013

(1) Employee count is based on HR data on number of Bio-Rad employees as of Dec 31. Rates above are calculated using the number of hours worked by all employees during the calendar year which may include employees who left Bio-Rad before Dec 31.
(2) Remote field service employee involved in a fatal highway accident while traveling on business

In 2025, we reduced our global Injury Incident Rate (IIR) for the second consecutive year, from 1.09 to 0.96, and lowered total recordable injuries to 74.

2025 Highlights: Advancing Our Safety Program

Strengthened safety communication
We issued 12 global safety communications on a monthly cadence, sharing incident learnings, surfacing emerging risks, and reinforcing safety expectations across the enterprise.

Office ergonomics program
We continued to strengthen our proactive office ergonomics initiative featuring workstation self-assessments, targeted on-site evaluations, and equipment upgrades. By year-end 2025, 238 assessments had been completed, enabling earlier intervention and improved comfort for our office-based teams.

Global rollout of the Benchmark EHS Management System
We completed the worldwide deployment of our Benchmark EHS Management System, standardizing incident reporting, corrective-action tracking, employee-reported safety concerns and improvements, and compliance monitoring. The system improves data transparency and ESG reporting capability, with adoption enterprise wide.

Safety and Compliance Review Board
We piloted a cross-functional Safety and Compliance Review Board across three Global Supply Chain functions to provide structured oversight of significant incidents and high-risk activities. The board strengthens governance, reinforces accountability at every level, and drives more consistent and timely corrective action. We will continue to measure its impact on safety and compliance performance as the model is evaluated for broader rollout.

Looking Ahead: Our 2026 Safety Goals

In 2026, we are raising our EHS ambitions to advance enterprise-wide safety maturity, sharpen risk management, and strengthen environmental performance. Our priorities include:

- Industrial Ergo Analyses of high-risk operations
- Full Integration of Safety Concern and Safety Improvement program across all locations
- Reward and Recognition program for safest operations
- Near Miss Reporting added as key metric
- Implementation of formal site inspection program with Benchmark
- Increased Focus and Resources on Field Service Safety

Together, these proactive and predictive programs reflect Bio-Rad's commitment to building a safer, more resilient workplace.

Products

Accelerating scientific discovery, enhancing healthcare

Bio-Rad provides reliable, high-quality products and services that help scientists push the boundaries of discovery and improve healthcare. We offer practical solutions for research, manufacturing, testing, and education. With a global, diversified customer base, we are committed to supporting scientists and organizations around the world with dependable, scalable solutions that enable progress in life sciences and diagnostics.

2 Business Segments

12,000+ Life Science Research Products

Delivering Life-Changing Solutions

Around the world, Bio-Rad provides trusted solutions in molecular biology, genomics, immunology, protein analysis, and quality systems – serving customers in more than 100 regions. We use our distinctive scientific capabilities to deliver a pipeline of life-saving solutions by focusing on two main areas: life science research and clinical diagnostics. Our technologies help scientists and healthcare providers generate accurate results, accelerate breakthroughs, and bring life-changing answers to patients.

Life Science Group

The Life Science Group designs, manufactures, and supplies a broad portfolio of laboratory instruments, consumables, and reagents used in research across functional genomics, proteomics, drug discovery and development, cell biology, food safety, and science education. We rank among the top five life science companies globally and are renowned for quality, innovation, and a long-standing commitment to customer success. Our products enable the separation, purification, identification, analysis, and amplification of biological materials such as proteins, nucleic acids, cells, and bacteria.

Key technologies and applications include electrophoresis, imaging, multiplex immunoassays, chromatography, microbiology, bioinformatics, protein function analysis, transfection, flow cytometry, nucleic acid amplification, and real-time and digital PCR.

Life Science Product Segments

Genomics

- Droplet Digital Polymerase Chain Reaction (PCR) ddPCR
- Genotyping and Gene Expression
- Gene Transfer and Modulation

Proteomics

- Protein Quantitation
- Protein Purification

Cell Biology

- Cell Sorting and Analysis
- Cell Imaging
- Antibody Technologies

Expanding Bio-Rad's Droplet Digital PCR Systems with Stilla Technologies

During 2025, Bio-Rad acquired Stilla Technologies, a droplet-based digital PCR developer with operations in France and the United States. Following the acquisition, Stilla's instruments were relaunched as the QX700™ series of ddPCR platforms consisting of three new systems designed for academic research, environmental testing, cell and gene therapy, and biopharma quality control workflows. The QX700™ series enables seven-color multiplexing, the capacity to process over 700 samples per day, and continuous loading with streamlined data interpretation. Together with Bio-Rad's existing QX200™ and QX600™ platforms and a library of over 600,000 assays, the expanded portfolio offers the most comprehensive line of digital PCR products for life science research and diagnostic applications, extending Bio-Rad's reach across oncology, infectious disease, genetic research, and applied science.

Continued from previous page

Reducing Resource Use

To support customers' manufacturing efficiency and sustainability objectives, Bio-Rad expanded its portfolio of prepacked, process-scale Foresight™ Pro chromatography columns in 2025.

These Good Manufacturing Practice ready-to-use columns reduce the need for on-site column packing, helping to lower labor requirements and minimize facility time dedicated to packing and qualification activities. By streamlining preparation and material handling, this approach can reduce the operational resources required for biotherapeutic manufacturing.

As the resin manufacturer, Bio-Rad's knowledge of the resin properties helps ensure consistent packing quality and optimized column performance across diverse biopharmaceutical manufacturing environments.

Foresight Pro columns are prepacked with Bio-Rad's CHT™ Ceramic Hydroxyapatite, a mixed-mode chromatography resin that can perform the work of two purification steps in a single column. Rather than passing a biotherapeutic through two separate columns, mixed-mode chromatography combines two different separation methods into a single step. This can mean fewer processing steps, less material consumption, and lower overall resource use compared to traditional multi-step purification approaches.

Bio-Rad's continued investment in advanced resin development and prepacked, process-scale columns reflects our commitment to supporting customer productivity while enabling more resource-efficient manufacturing processes.

Clinical Diagnostics

Clinical Diagnostics develops, manufactures, sells, and supports a broad portfolio of products for medical screening and diagnostics. Our portfolio also includes blood virus testing and detection, blood typing, autoimmune and genetic disorder testing, and internet-based software solutions. As a leading specialty diagnostics company, our products are widely regarded as the gold standard for diabetes monitoring and quality control systems. Clinical Diagnostics products employ a wide range of technologies to detect, identify, and quantify substances in bodily fluids and tissues. The resulting data supports medical diagnosis, disease detection and evaluation, monitoring, and treatment planning for a variety of medical conditions.

Clinical Diagnostics Product Segments

Diagnostic Testing and Monitoring

- Diabetes
- Infectious Disease
- Autoimmune
- Transfusion Compatibility

Protecting the Blood Supply

- Blood Typing
- Blood Virus Screening
- HIV Confirmation Testing

Quality Assurance

- Quality Controls
- Quality Assessments
- Data Management

2025 Highlights

Advanced Bio-Rad's clinical diagnostics strategy for oncology applications through strategic partnerships with Gencurix and Biodesix, to distribute and develop in vitro diagnostic (IVD) oncology assays.

Expanded access to over 1,200 Bio-Rad's clinical diagnostics products globally through new-to-market product registrations with international regulatory bodies in over 60 countries.

Environment

Embedding Sustainability into Our Daily Work

Bio-Rad operates across more than 30 countries, with major manufacturing hubs in the United States, France, Germany, Switzerland, and Singapore. Our mission to advance science and improve lives guides us to act responsibly toward the environment. Across our global operations, Bio-Rad employees drive sustainability efforts, integrating eco-friendly practices into laboratories and workplaces worldwide.

Expanding Our Site Scope

In 2024, Bio-Rad reported on 57 sites that comprised mainly of Manufacturing, Research and Development (R&D) and Logistics sites. In 2025, we broadened that scope beyond our manufacturing and R&D facilities to include all sites in the Bio-Rad portfolio. The 80 sites added to our 2025 reporting scope include commercial offices, business centers, and storage facilities worldwide, as well as three sites from our recent acquisitions of Stilla and Saber. Combined with the closure of 2 R&D sites, we have a net 135 sites included in our 2025 reporting scope.

Across all active sites in 2025, our total electricity consumption rose about 9% between 2024 and 2025. This increase is almost entirely explained by the addition of 80 new sites to our reporting scope. When we look only at the same 57 sites measured in both years, total electricity decreased by 1.5%. This reduction was primarily driven by the Americas region, where we ramped down and ultimately closed two R&D sites during 2025, and felt the full-year impact of a 2024 facility closure in Washington state. Additional reductions were achieved through a new roof installation on an R&D site and Heating, Ventilation, and Air Conditioning (HVAC) optimization in Northern California.

One of our clearest positive trends is the growth in renewable electricity. Globally, our renewable electricity use grew 13% year over year primarily due to the switch to 100% renewable electricity at our manufacturing site in Latin America and the installation of a rooftop solar array in July 2025 at an R&D site in Northern California. In Europe, three sites that were added to the 2025 reporting scope also purchase renewable energy, contributing to a 4% increase in European renewable energy use.

Globally, natural gas usage increased by 13% year over year, again largely due to the 80 new sites added to our scope. In Europe, the increase was driven by the addition of 39 sites and colder weather conditions, which led to higher heating demand, resulting in a 23% overall increase. However, natural gas usage decreased in the Americas for the same 57 sites in both years by 8% due to the ramp down and ultimate closure of the sites mentioned previously.

2025 Metrics

(All 135 sites in scope in 2025 vs 57 sites in 2024)

Nonrenewable Electricity	Americas (MWh)	Europe, Middle East and Africa (MWh)	Asia Pacific (MWh)	Global (MWh)
2024	38,300	11,300	5,800	55,400
2025	38,400	13,200	8,200	59,800
% of Global Total (2025)	64.2%	22.1%	13.7%	100.0%
% Difference YoY (24-25)	0.3%	16.8%	41.4%	7.9%
Renewable Electricity				
2024	3,400	12,600	—	16,000
2025	5,000	13,100	—	18,100
% of Global Total (2025)	27.6%	72.4%	—	100.0%
% Difference YoY (24-25)	47.1%	4.0%	—	13.1%
Total Electricity				
2024	41,700	23,900	5,800	71,400
2025	43,400	26,300	8,200	77,900
% of Global Total (2025)	55.7%	33.8%	10.5%	100.0%
% Difference YoY (24-25)	4.1%	10.0%	41.4%	9.1%
Total Natural Gas				
2024	17,900	11,700	—	29,600
2025	19,100	14,400	—	33,500
% of Global Total (2025)	57.0%	43.0%	—	100.0%
% Difference YoY (24-25)	6.7%	23.1%	—	13.2%

2024–2025 Comparison of same sites in scope for both years

(57 active sites in 2024)

Nonrenewable Electricity	Americas (MWh)	Europe, Middle East and Africa (MWh)	Asia Pacific (MWh)	Global (MWh)
2024	38,300	11,300	5,800	55,400
2025	34,800	11,500	6,000	52,300
% of Global Total (2025)	66.5%	22.0%	11.5%	100.0%
% Difference YoY (24-25)	-9.1%	1.8%	3.4%	-5.6%
Renewable Electricity				
2024	3,400	12,600	—	16,000
2025	5,000	13,000	—	18,000
% of Global Total (2025)	27.8%	72.2%	—	100.0%
% Difference YoY (24-25)	47.1%	3.2%	—	12.5%
Total Electricity				
2024	41,700	23,900	5,800	71,400
2025	39,800	24,500	6,000	70,300
% of Global Total (2025)	56.6%	34.9%	8.5%	100.0%
% Difference YoY (24-25)	-4.6%	2.5%	3.4%	-1.5%
Total Natural Gas				
2024	17,900	11,700	—	29,600
2025	16,400	13,400	—	29,800
% of Global Total (2025)	55.0%	45.0%	—	100.0%
% Difference YoY (24-25)	-8.4%	14.5%	—	0.7%

Global Highlights

Americas

- **Brazil:** Our Latin American manufacturing site in Brazil ran entirely on renewable electricity throughout 2025.
- **Northern California:** In 2025, we optimized our heating and cooling set points at nine sites to align with energy-efficiency standards set by ASHRAE (the leading engineering society for building systems). Heating and cooling were reduced by one degree on average. As part of the solar project, we replaced the roof with a silicon liquid roofing system that reflects significantly more sunlight. The result: cooling energy demand dropped 6% compared to 2024, meeting California's strict Title 24 energy standards.
- **Hercules, California:** In July 2025, we commissioned a 400-kilowatt solar array on the roof of our Hercules R&D building. The system produced over 207,000 kilowatt-hour (kWh) of clean electricity in its first six months. By the end of 2026, it is expected to generate more than 415,000 kWh annually.

Europe, Middle East and Africa

- **Gemenos, France:** Our injection-molding facility replaced old gas-fired space heaters with a new temperature-controlled electric air-conditioning system powered 40% by renewable electricity.
- **Marnes, France:** We replaced conventional lighting with energy-efficient light-emitting diode (LED) across two buildings at our Marnes campus. We also replaced aging roof windows in two buildings improving insulation and reducing heating and cooling loads.
- **Watford, UK:** We transitioned from conventional grid power to renewable electricity in 2025.

Asia Pacific

- **Singapore Green Mark Platinum Certification:** In May 2025, our Singapore Pioneer facility was awarded the BCA Green Mark Platinum Certificate by Singapore's Building and Construction Authority.

Bio-Rad Awarded BCA Green Mark Platinum 2025 Certificate

In 2025, Bio-Rad Laboratories in Singapore was awarded the BCA Green Mark Platinum Certificate. The BCA Green Mark is a leading green building rating system in Singapore, launched in 2005 by the Building and Construction Authority to evaluate environmental performance in the built environment. It certifies buildings based on energy efficiency, water savings, environmental protection, indoor air quality, and sustainable innovation.

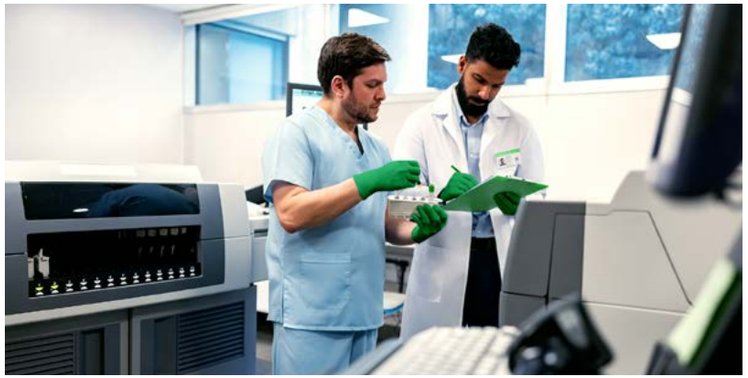
Greenhouse Gas Emissions

Since 2024, Bio-Rad has been actively advancing a robust and scalable carbon reporting program designed to strengthen data integrity and drive continuous performance improvement. This effort reflects our commitment not only to enhancing transparency and accountability in our own emissions management, but also to supporting our customers' regulatory and environmental reporting needs. As a contributor to our customers' Scope 3 emissions, we recognize the importance of delivering accurate, consistent, and decision-useful data that enables them to meet evolving disclosure requirements. Through ongoing investments in data systems, governance, and cross-functional collaboration, Bio-Rad is building a high-quality carbon reporting framework that underpins both compliance and long-term sustainability progress.

As a result of the expanded reporting scope and improved data completeness in 2025, reported Scope 1 emissions increased by 40% year over year, while Scope 2 emissions increased by 20% year over year.

Data Sources

Bio-Rad relies on primary data wherever possible, drawing from invoices, landlord reports, fuel and chemical purchase receipts, and refrigerant leak reports. When primary data is unavailable, we apply established estimation techniques to derive activity data and corresponding emissions.



Emissions by Category

Metric Tons of Carbon Dioxide Equivalents (MT CO2e)

	2021	2022	2023	2024	2025
Emissions by Category					
Scope 1 – Mobile, Fugitive and Stationary Sources	10,200	11,600	10,600	15,200	21,400
Scope 2 (Location-Based)	14,800	13,700	13,900	13,800	16,600
Scope 2 (Market-Based)	15,900	14,000	13,900	12,100	14,800
Total (Location-Based)	**25,000**	**25,300**	**24,500**	**29,000**	**38,000**
Total (Market-Based)	**26,100**	**25,600**	**24,500**	**27,300**	**36,200**
Scope 1 and 2 Emissions by Region (Location-based)					
Americas	16,900	16,300	16,200	18,600	20,500
Europe, Middle East and Africa	7,000	7,800	7,000	7,900	13,000
Asia Pacific	1,100	1,200	1,300	2,500	4,500

Bio-Rad's 2025 Scope 1 and Scope 2 greenhouse gas (GHG) emissions inventory was independently verified by a qualified third party. Verification was performed in accordance with ISO 14064-3 and the GHG Protocol, resulting in a limited assurance opinion with no material findings identified. Copy of Verification Opinion is on Page 30.

Scope 3 GHG Emissions

In 2025, Scope 3 greenhouse gas (GHG) emissions are provided for the first time, offering an initial estimate of emissions across our value chain in alignment with the GHG Protocol Scope 3 Corporate Accounting and Reporting Standard. Emissions were estimated using a mix of spend-based, activity-based, and proxy methodologies, supported by available internal data and recognized emission factor databases. To promote methodological consistency and avoid double counting, certain categories were aggregated in accordance with GHG Protocol guidance.

Scope 3 emissions comprise approximately 92% of our total GHG footprint in 2025, indicating that the bulk of our emissions occur outside our direct operations. The main contributors are:

- Use of sold products: **38.8%**
- Purchased goods and services: **28.3%**
- Upstream transportation and distribution: **21.2%**

Together, these three categories account for roughly 89% of total Scope 3 emissions. In estimating emissions from the use of sold products, we relied on conservative assumptions about how products are used, which may overstate actual product use and the downstream emissions associated with it.

As this is our first year reporting Scope 3 emissions, the inventory carries inherent uncertainty due to reliance on secondary data, modeling assumptions, and limited access to supplier-specific data. While formal supplier engagement programs and Scope 3 reduction targets have not yet been established, we are actively enhancing data quality, refining methodologies, and increasing transparency to support future target setting and climate strategy development.

In preparation for compliance with California Senate Bill 253 and our Science Based Targets initiative (SBTi) submission, we are undergoing external assurance in 2026; outcomes may result in adjustments to our greenhouse gas (GHG) emissions inventory, including the potential reallocation of certain leased asset emissions currently reported under Scope 1 and Scope 2 to Scope 3, in line with evolving guidance. We plan to develop and submit science-based emissions reduction targets for validation by the SBTi by the end of 2026, reinforcing our commitment to a structured, value chain–wide decarbonization strategy, including material Scope 3 emissions.

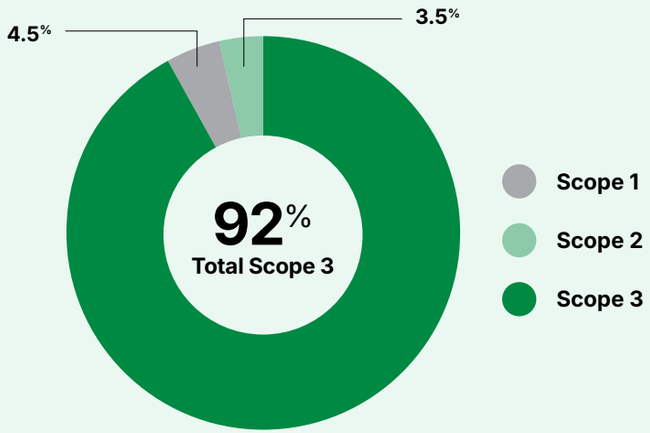
Transportation

Employee commuting

Scope 3 Emissions

Metric Tons of Carbon Dioxide Equivalents (MT CO2e)

	Emissions (MT of CO2e)	Share (% of Total)
Purchased goods and services	**119,000**	**28.3**
Fuel and energy related activities	**6,700**	**1.6**
Upstream transportation and distribution	**89,100**	**21.2**
Waste generated in operations	**4,100**	**1.0**
Business travel	**7,000**	**1.7**
Employee commuting	**8,300**	**2.0**
Use of sold products	**163,000**	**38.8**
End-of-Life treatment of sold products	**3,000**	**0.7**
Investments	**20,000**	**4.7**



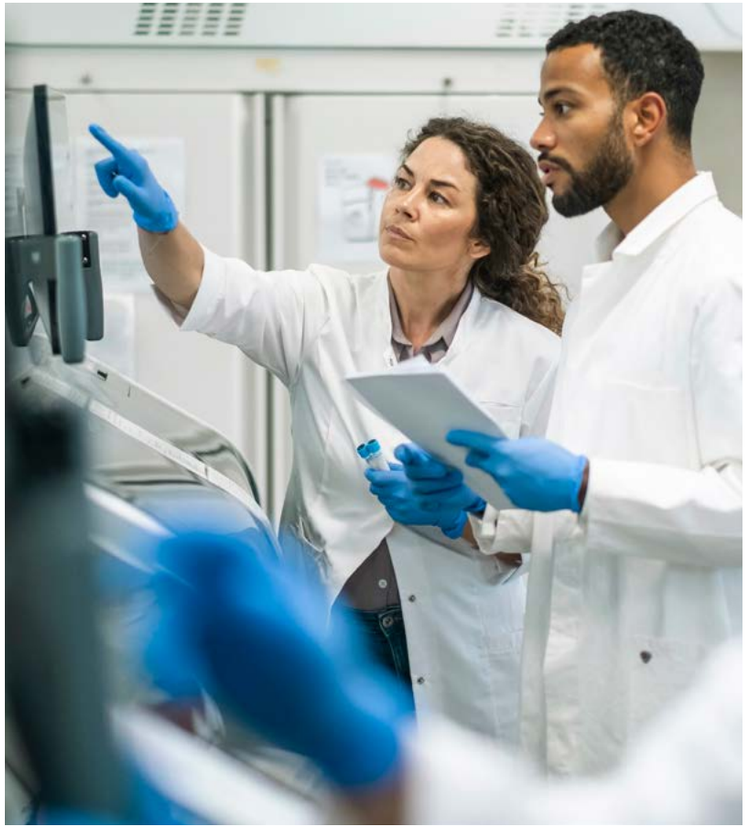
Community

Building Stronger Communities

By cultivating community partnerships, mentoring, employee volunteerism, and backing local initiatives, we seek to spark learning, empower educators, and strengthen the communities we serve.

Inspiring Scientists Today for Tomorrow

As a company founded by scientists for scientists, Bio-Rad places science education and outreach at the core of our culture. Our initiatives span from engaging employees in meaningful volunteer opportunities to funding and advancing programs that empower students and teachers worldwide. Collectively, these efforts amplify our impact, strengthen connections between science and communities, and help nurture a more informed and inspired future.



Bio-Rad Explorer Program

Bio-Rad Explorer launched in 1997, making 2025 its 28th year. Each year, more than 1.1 million students participate in Bio-Rad Explorer activities from 80 countries worldwide. To support the program, Bio-Rad's education specialists keep teachers up to date with the latest technologies and help them build the confidence to excel in their classrooms.

Bio-Rad Science Ambassadors Program

The Bio-Rad Science Ambassador Program connects professional scientists with educators to bring real-world science into classrooms and inspire future innovators. It showcases STEM career opportunities and fosters a lifelong passion for science among students from diverse backgrounds. Open to grades 3–12 across the United States and Canada, the program strengthens collaboration between the life sciences and education communities through in-class events. During these sessions, students perform molecular biology experiments under the guidance of scientists, gaining hands-on experience and seeing that science is engaging and accessible. In 2025, 1,409 students participated in 13 Science Ambassador events.

HOSA: Training Future Health Professionals

HOSA is a federally-endorsed career technical student organization with over 300,000 members. Its mission is to empower HOSA–Future Health Professionals to become leaders in the global health community through education, collaboration and hands-on experience. Bio-Rad is a platinum sponsor of HOSA and in 2025, 2,410 students from 39 states across the United States and China participated in our sponsored Biotechnology competitive event, a 10% increase over 2024. Finalists competed at the HOSA International Leadership conference in Nashville, Tennessee, in June 2025 where Bio-Rad employees served as judges for the event.

Supporting Science Educators

Bio-Rad develops, teaches and sponsors continuing education programs for teachers to continue their own learning and keep pace with relevant scientific advances. In July 2025, In collaboration with the InnovATEBIO National Center for Biotechnology Education, Bio-Rad held two 5-day Bio-Rad Biotechnology Instructor Academies in Boston and Indianapolis hosted by Bio-Rad Explorer Teacher Fellows and Bio-Rad curriculum training specialists for 30 educators learning fundamental and advanced techniques for teaching biotechnology to high school, community college and undergraduate students and granted five scholarships to teachers who did not have professional development funds.

In 2025, professional development events were provided to educators by Bio-Rad Explorer Program Curriculum Training Specialists, Bio-Rad Explorer Teacher Fellows, and master teachers using free products supplied by Bio-Rad for demonstration purposes.

2.9K+ educators trained through free workshops and webinars

6,200 hours dedicated to teacher training

128 professional development workshops taught by Bio-Rad employees

Our employees also serve on over **10** advisory boards and committees for life science education programs at the local, regional, and national levels.

Bay Area LEEDS Academy

During the year, Bio-Rad employees once again volunteered at the Bay Area LEEDS Academy, where students spent a week collaborating in teams to learn all aspects of the industry while also participating in a design-build experience that involved constructing structures and moving parts using Arduino programming. As part of this initiative, Bio-Rad donated $9,600 to support hands-on engineering and learning.

Philanthropy and Volunteerism

We combine strategic philanthropy with hands-on volunteerism to address immediate needs and bring opportunities to the communities we serve.

Bio-Rad Scholarships

Bio-Rad continues to provide scholarship opportunities to local graduating high school students who have an interest in pursuing a science or an engineering career. In 2025, we awarded 44. This included 34 scholarships in Northern California for $70,000, eight scholarships in Southern California for $16,000, and two in Redmond, Washington for $4,000.

2025 Bio-Rad Scholarships

44 Scholarships	**$90,000** Donations total

Volunteering at Community Resources for Science Storytime

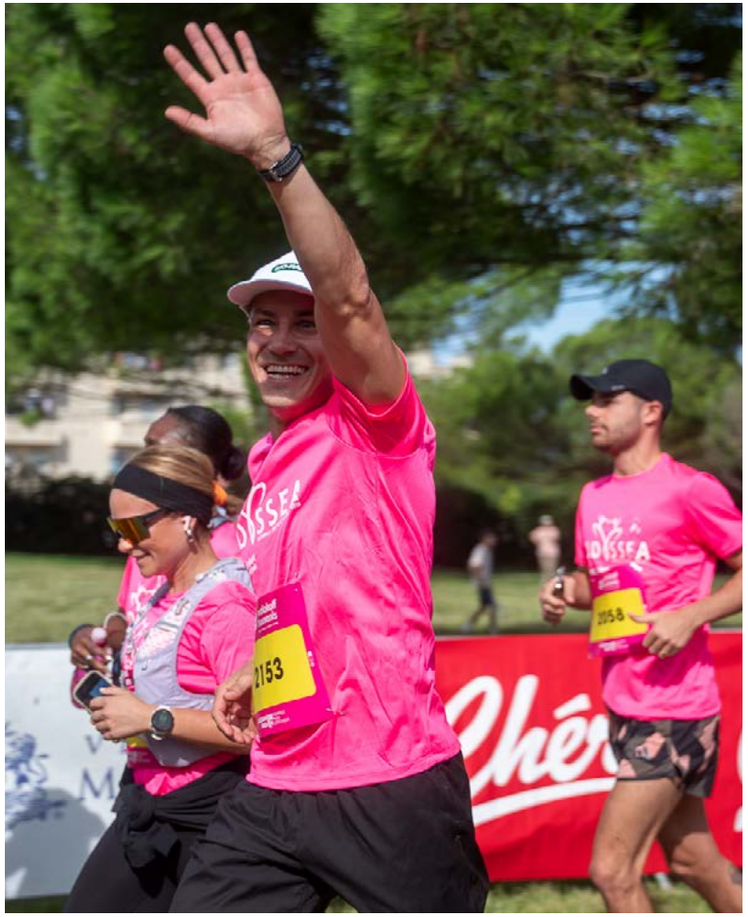
Bio-Rad partners with Community Resources for Science (CRS), a local Bay Area non-profit dedicated to strengthening science teaching and learning for elementary and middle school children, particularly in schools serving underrepresented minority and low-income communities.

Bio-Rad Rock Star Program

Launched in 2024, the Bio-Rad Rock Star Program recognizes and rewards employees who engage in company-sponsored volunteer and other qualifying activities during their personal time. In its first full year (2025), U.S. employees participated in 93 community engagement activities. This participation underscores employees' ongoing commitment to supporting their communities and highlights the program's role in bringing colleagues together around shared purpose.

Giving Back Around the World

As a global organization, we are dedicated to giving back to the communities in which we operate by investing in local initiatives, collaborating with community partners, and advancing efforts that create positive, lasting change.



Donating to Los Angeles Wildfire Victims

In January, devastating wildfires brought heartbreaking losses to thousands of people across Los Angeles and surrounding communities. During the crisis, Bio-Rad employees donated more than $14,000 to the American Red Cross. With a company match of $10,000, we provided nearly $25,000 to help wildfire survivors get back on their feet and rebuild their lives.

Establishing Robotic Lab Facilities in India

Beginning in 2025, teams in India sponsored the establishment of Robotic Lab facilities (Robo Siksha Kendra) at three schools in partnership with the India STEM Foundation (ISF). Robo Siksha Kendra is a STEM, robotics, and tinkering laboratory equipped with current and emerging technologies to promote hands-on STEM learning and to convey core STEM concepts for students in grades 6–12.

Partnering with SOS Children's Villages in India

Bio-Rad India partnered with SOS Children's Villages of India to implement the Family Strengthening Program in Bangalore, Karnataka. The program supported 110 marginalized and disadvantaged children, helping ensure they receive quality education and health care. Our support covered education, nutrition, health services, and capacity-building for both caregivers and children.

Participating in Charity Runs

In 2025, Bio-Rad employees at our French sites (Gémenos, Marnes-la-Coquette, Mitry-Mory, and Steenvoorde) took part in three charity runs and walks to support local communities and cancer research.

Organizing Food Drives in France

Bio-Rad's French sites (Gémenos, Marnes-la-Coquette, Mitry-Mory, and Steenvoorde) organized a coordinated donation drive for Les Restos du Cœur. Non-perishable food and essential hygiene products were collected and distributed through local branches to meet regional needs, demonstrating our strong engagement and solidarity with vulnerable communities.

Donating Toys to Hospitalized Children

Employees at our Steenvoorde site organized a toy donation drive to support Ludopital, a respected nonprofit working to improve the lives of hospitalized children since 1987. The collected toys provided comfort to hospitalized children, aided the purchase of equipment, and helped enhance pediatric care environments. This initiative showcases our employees' commitment to bringing comfort and support to children and families in need.

Annual Commitments to Our Communities

Each year, Bio-Rad employees come together to champion meaningful causes – raising funds and expanding community awareness – demonstrating our sustained commitment to driving positive impact beyond the workplace.

Tour de Cure

For over 25 years, Bio-Rad has participated in a cycling fundraising event in Palo Alto, California, dedicated to advancing awareness and support for diabetes research, prevention, and care. In 2025, the Company provided a $2,000 sponsorship, and Bio-Rad employees, along with their friends and families, raised more than $6,000.

"Gobbler's Cup" Food Drive and Competition

For the past nine years, Bio-Rad has organized annual holiday food drives that encourage friendly competition across teams. During November, employees across the U.S. are invited to support our partner, Feeding America. The "Gobbler's Cup" is awarded to the team with the highest per-person donation total and participation rate. In 2025, employees collectively raised $14,012 – over $10,000 more than the previous year.

AIDS Walk San Francisco

Bio-Rad has supported HIV/AIDS services, awareness, and advocacy at AIDS Walk San Francisco since 2005. In 2025, Bio-Rad provided a $25,000 corporate sponsorship and employees, friends, and family walked and raised $3,760 as a team.

Light the Night

Bio-Rad teams participated in Light The Night events in Walnut Creek and Irvine, California—community walks organized by the Leukemia & Lymphoma Society to raise awareness and funding for blood cancer research and support services for patients and their families. In 2025, our Walnut Creek team raised $5,068, while our Irvine team raised $1,250. Bio-Rad has also committed corporate sponsorships of $25,000 for Walnut Creek and $15,000 for Irvine.

Blood and Plasma Drives

During the year, Bio-Rad supported blood donation efforts through sponsored drives in Northern California and employee-led initiatives in Australia, contributing a total of 148 donations. In Australia, where the blood supply is managed by the Australian Red Cross Lifeblood, employees established a Bio-Rad Lifeblood Team to promote participation. In the absence of mobile collection units, the team organized small group bookings, allowing colleagues to donate together at local donor centers.

Scope 1 and 2
Third-Party Verification

CAMERON-COLE
AN ADEC INNOVATION

Verification Opinion
Bio-Rad Laboratories, Inc. CY2025 Scope 1 and 2 GHG Inventory

Background

Cameron-Cole, LLC (Cameron-Cole) was retained by Bio-Rad Laboratories, Inc. (Bio-Rad) to perform an independent verification of its greenhouse gas (GHG) emissions inventory for calendar year (CY) 2025. The Scope 1 and 2 GHG Inventory was developed according to the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004 revised edition) along with its associated amendments.

Responsibility of Bio-Rad & Independence of Verification Provider

Bio-Rad has sole responsibility for the content of its GHG Statement. Cameron-Cole accepts no responsibility for any changes that may have occurred to the GHG emissions results after they were submitted for review. Based on internationally accepted norms for impartiality, we believe this review represents an independent assessment of Bio-Rad's CY2025 GHG emissions inventory. The opinion expressed in this verification statement should not be relied upon as the basis for any financial or investment decisions.

Level of Assurance

The level of assurance determines the depth of detail incorporated into the verification plan to assess whether there are material errors, omissions, or misstatements in a company's GHG assertions. Two levels of assurance are generally recognized—reasonable and limited.

Reasonable assurance provides the highest level of confidence that an emissions report is materially correct (with the exception of absolute assurance, which is generally impractical to achieve). Limited assurance provides a lower level of confidence and involves a less detailed examination of GHG data and supporting documentation. Limited assurance statements assert that no evidence has been identified indicating that an emissions report is not materially correct.

Cameron-Cole's verification of Bio-Rad's CY2025 GHG Statement was conducted at a limited level of assurance.

CAMERON-COLE
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Objectives

The primary objectives of this verification assignment were as follows:

- Verify whether Bio-Rad's CY2025 GHG emissions inventory meets the generally accepted GHG accounting principles of accuracy, completeness, transparency, relevance, and consistency;
- Determine whether Bio-Rad has reported all emissions in conformance with the WRI/WBCSD GHG Protocol; and
- Assess whether Bio-Rad's CY2025 GHG emissions inventory meets or exceeds the 95 percent accuracy threshold.

Verification Criteria

Cameron-Cole conducted verification activities in alignment with ISO 14064-3:2019(E), Specification with guidance for the verification and validation of greenhouse gas statements. The Bio-Rad GHG statement was prepared in accordance with, and verified against, the WRI/WBCSD GHG Protocol.

Verification Scope & Statement

The boundaries of Bio-Rad's GHG Statement included in the scope of the verification are as follows:

- Geographical: Global
- GHGs: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF_6), and nitrogen trifluoride (NF_3)
- Organizational Boundary: Bio-Rad is reporting under the operational control criterion
- Reporting Period: January 1, 2025 to December 31, 2025
- Operational Boundary: The following sources/emissions were identified in Bio-Rad's organizational boundary:
  - Scope 1
    - Direct emissions from stationary combustion sources: natural gas, diesel, and kerosene
    - Direct emissions from mobile combustion sources: diesel and gasoline
    - Direct emissions from fugitive sources
    - Biogenic emissions
  - Scope 2
    - Indirect emissions from purchased electricity

CAMERON-COLE
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For calendar year 2025, Bio-Rad reported the GHG emissions listed in the table below.

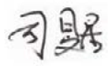
Indicator	Value	Unit
Scope 1 Emissions:	21,397	MT CO_2e
Biogenic Emissions:	35	MT CO_2e
Location-Based Scope 2 Emissions:	16,592	MT CO_2e
Market-Based Scope 2 Emissions:	14,840	MT CO_2e

Verification Opinion

Based on the methods employed and the results of our verification activities, Cameron-Cole found no evidence of material errors, omissions, or misstatements in Bio-Rad's CY2025 GHG Statement. Cameron-Cole also determined that Bio-Rad's GHG accounting methodologies, calculation approaches, processes, and systems for this inventory are in conformance with the WRI/WBCSD GHG Protocol.

Cameron-Cole, LLC

July 2, 2026



Minxing Si
Lead Verifier

Michelle Fremming
Independent Reviewer

Improving Lives Through Science and Sustainability

At Bio-Rad, we are committed to driving discovery, advancing healthcare, and doing so in an environmentally and socially responsible manner. Our progress in sustainability relies on the dedication of our employees, customers, and partners. We thank everyone for their unwavering commitment and valuable contributions.

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