



STRENGTHENING OUR COMMITMENTS FOR SUSTAINABLE IMPACT

PerkinElmer employees in Mechelen, Belgium cleaned up and removed weeds at a nature domain and petting zoo.

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A LETTER FROM PRAHLAD SINGH



I’m incredibly proud to share PerkinElmer’s 2021 Corporate Social Responsibility Report. Over the past year, we have witnessed ongoing challenges for our planet and its people. While COVID has remained center stage, we have also grappled with insufficient solutions for issues such as climate change and access to both healthcare and the latest scientific innovations. While we as a global community have much more work to do, I am inspired by how PerkinElmer has risen to the challenge, aiming to become an even better sustainability steward to ultimately benefit all our stakeholders.

That’s why the title of this year’s report, “Strengthening Our Commitments for Sustainable Impact”, is so fitting. As an organization, we are becoming even stronger – from investing in growing our people and enriching our culture, to expanding upon the breadth and depth of our capabilities to better serve customers advancing science and healthcare. Moreover, we have clarified and elevated our commitments as a global citizen– through increased conversations with stakeholders, enhanced transparency in our reporting, and further alignment on our Environmental, Social, Governance (ESG) initiatives and goals. None of this has been done in a vacuum. We have engaged customers, employees, suppliers, governments, NGOs, and industry thought leaders to craft thoughtful near- and long-term plans that we all can stand behind.

As you will read in this report, we have been purposeful in selecting areas where we believe PerkinElmer can make the most meaningful and sustainable impact.

Specific to our environmental footprint, we will reduce the Company’s greenhouse gas emissions by 30% by 2030, while also lowering total waste by 15% by 2025. And as it relates to our people, I am proud to say that within the next four years, more than 40% of our senior leadership will be women. Furthermore, we have placed a renewed emphasis on ensuring our global teams are engaged and empowered and will be monitoring employee satisfaction as an early indicator of where we need to work to improve the PerkinElmer experience. These efforts are a significant priority for me personally, as well as for our entire organization, and as such, we have pledged to consistently measure our progress going forward against recognized external metrics.

While the goals we have committed to may have only recently been formalized, driving lasting, positive change and doing good is part of PerkinElmer’s legacy. It comes naturally to us because what we do as a business itself helps both preserve our environment and ensure people can live longer and healthier lives.

In closing, PerkinElmer and all our 15,000 employees recognize the increasing magnitude of the responsibility we have to work with all our stakeholders to together seize opportunities, strengthen our commitments, and stand up for a better tomorrow.

Regards,

A stylized, handwritten signature in blue ink, consisting of several vertical strokes and a horizontal line at the bottom.

Prahlad Singh
President & Chief Executive Officer, PerkinElmer, Inc.

OUR PHILOSOPHY

PerkinElmer’s quest to improve life is in our DNA. More than 80 years ago, it started with a passion for discovery, exploration, and scientific innovation. Richard Perkin, one of our founders, was an astronomer at heart with a goal to help improve how people see the universe. Today, we’re helping achieve a bigger and better vision for the universe that looks much different – but so does PerkinElmer.

Over the years, we’ve expanded our capabilities both organically from our research and development investments, as well as through acquiring key resources to complement our offerings across the markets we serve. Our size and expertise enable us to better leverage the breadth of our portfolio and global footprint to address the ever-changing needs of our customers. With science evolving seemingly faster than ever, PerkinElmer is at the forefront, helping tackle the most critical issues impacting science and healthcare. We’re innovating across the whole human care cycle, from family planning to maternal fetal and newborn health to childhood and family well-being. We’re supporting drug and disease research with advanced genomics, imaging, and automation solutions across the entire lab workflow. And our cutting-edge detection technologies that test the quality and safety of the environment and global food supply are more meaningful than ever.

We’ve come a long way since the early days of our company, but what remains the same is our commitment to innovation and improving lives. For PerkinElmer, it’s simple. Our mission is our purpose. Innovating for a healthier world anchors all we do and is rooted in everything from our products and processes to our methods and mindset. But we can’t stop now. That’s why we continue to shape our culture into one that fosters greater transparency, innovation, and collaboration. Our employees are more passionate about and connected to our mission than ever before. With their dedication, and working with our partners, suppliers, governments, communities, and customers, we’re proactively connecting the dots between the challenges faced by scientists, clinicians, and researchers and the solutions we develop to solve them, to make an even greater impact for generations to come.



OUR SUSTAINABILITY COMMITMENT

As a good corporate citizen, PerkinElmer believes it's our responsibility to drive our mission of innovating for a healthier world. By being mindful of our environmental impact and by developing products to sustain the health and safety of people and the environment, we ensure that the way we do business is as meaningful as the solutions we provide. We strive to consistently deliver value to our customers, invest in our employees, deal fairly and ethically with all stakeholders, and create better outcomes in the communities where we live and work.

SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

We use the 17 United Nations Sustainable Development Goals (SDG) as a guide to help build a better world for people and our planet for years to come. We also understand the increasing importance of these goals and the role that PerkinElmer plays in concert with our partners and customers. The work we do supports many of the UN SDGs, including those listed here:



Goal 3: Good Health and Well-Being
Ensure healthy lives and promote well-being for all at all ages



Goal 4: Quality Education
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Goal 5: Gender Equality
Achieve gender equality and empower all women and girls



Goal 6: Clean Water and Sanitation
Ensure availability and sustainable management of water and sanitation for all



Goal 8: Decent Work and Economic Growth
Promote sustained inclusive and sustainable economic growth, full and productive employment, and decent work for all



Goal 9: Industries, Innovation and Infrastructure
Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation



Goal 10: Reduce Inequalities
Reduce inequality within and among countries



Goal 12: Responsible Consumption and Production
Ensure sustainable consumption and production patterns



Goal 14: Life Below Water
Conserve and sustainably use the oceans, seas, and marine resources for sustainable development



Goal 15: Life on Land
Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and biodiversity loss



Goal 16: Peace, Justice, and Strong Institutions
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Taking the Next Steps in Our ESG Journey

At PerkinElmer, we believe advancing our ESG strategy is critical for both our long-term success and long-term sustainability for our world. We also recognize that driving positive, lasting change is not the responsibility of just one team or group within the Company. That is why while we have a cross-functional ESG Steering Committee leading the charge, our objective is to continue to engage our global team and drive this fundamentally throughout the organization.

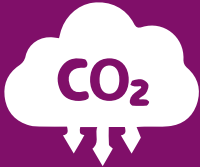
Our efforts over the past year have been tri-fold - working on transparently communicating with various stakeholders and learning about areas of opportunity, developing clear metrics to focus on making improvements, and beginning to drive those factors for tangible advances.

Solidifying Our Stance


We understand the importance of having measurable goals to both evaluate ourselves and provide transparency as we continue to evolve in this critical area. As part of our process to ensure that our corporate priorities are aligned with our various stakeholders, over the last year and to help shape our path forward, we surveyed our employees, investors, suppliers and customers to better understand how they view PerkinElmer from the perspective of ESG.

After gathering their insights and feedback earlier this year, we decided to focus our efforts in a few key areas to make the most meaningful impact.


We are prioritizing the environment and our people and have established ambitious but realistic goals over the coming years:




Reach net carbon neutrality by 2040 and 30% reduction of Scope 1 & 2 Emissions by 2030 (vs. 2019)



Achieve 15% reduction in non-hazardous / non-recyclable waste going to landfills by 2025



Increase female representation in leadership positions to 40% by 2025



Consistent employee satisfaction >75% and reduce voluntary turnover to <10%

Not only do we have champions at the leadership level who are helping to drive progress on these goals, but we also have improved mechanisms to track qualitative and quantitative efforts across our sites.

Additionally, as part of PerkinElmer’s commitment to greater transparency, and to better meet the disclosure requirements of our stakeholders, for the first time, we are communicating our ESG progress in this year’s Corporate Social Responsibility Report in accordance with The Sustainability Accounting Standards Board (SASB) guidelines.

We also have begun sharing key diversity data externally, whether via our diversity webpage, in our 10-K that we file with the Securities and Exchange Commission, or through ad-hoc requests and conversations with shareholders.

About This Report

PerkinElmer’s 2021 Corporate Social Responsibility Report is based on quantitative and qualitative data relating to our environmental and social performance. The data we report is based on available information and will vary over time as we evolve our systems for capturing and disclosing information related to efforts in these areas and integrate newly acquired entities into our reporting systems.


Stakeholder Engagement

We are proud of the progress we are making within our own organization that will help create a better future, but we know that we cannot do it alone. We believe there is power in partnership.


Whether communicating with industry leaders and governments, collaborating with third party organizations that help guide us in our journey, or further connecting with customers, we are enhancing engagement with several key stakeholder groups that are helping drive meaningful change both throughout our organization and our communities.

We have engaged Sustainability Roundtable, Inc., a strategic advisory organization specializing in ESG, that is helping to advise on our approach moving ahead, particularly as it relates to our carbon and waste goals and initiatives. We also are increasing our level of engagement with customers, both proactively and in response to their requests for how we can better support their carbon-neutrality and sustainability initiatives. And as we recognize the need to increase the frequency, focus and impact of our relationships with public officials, earlier this year we brought on board three government affairs and advocacy team members, one in the U.S., one in Europe and one in China, who are already helping us make tremendous strides in better sharing our important expertise, publicizing our mission, and building awareness of our offerings with leaders whose influence extends across all our key end markets.






In October, the Finance Minister of India made a stop in Boston to meet with various corporate leaders. Given PerkinElmer's over three-decade history in the country, our CEO Prahlad Singh had the opportunity to sit down with her to discuss the importance of a government-backed newborn screening effort and leveraging the rich talent pool in India.



In May, PerkinElmer had the privilege of attending the 74th annual World Health Assembly in Geneva, Switzerland. The theme of this year's assembly was: "Ending this pandemic, preventing the next one." Over 30 resolutions and decisions were adopted over the course of the week-long event.



In July, Gisela Abbam, PerkinElmer's senior director of government affairs in the EMEA region, spoke at the Westminster Forum, UK (a forum for Members of Parliament and Members of the House of Lords) on priorities for life sciences, investment, and infrastructure development.

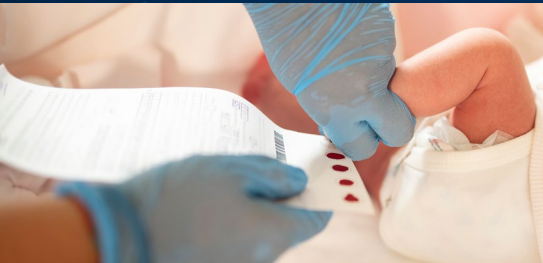
About PerkinElmer

PerkinElmer is a global, 3.8 billion (US\$) company committed to innovating for a healthier world. We create the instruments, tests, software and services used by scientists, researchers and clinicians to address the most critical challenges across science and healthcare.

We strategically partner with customers to enable earlier, more accurate insights, supported by deep market knowledge and technical expertise. Our dedicated team of about 15,000 employees is passionate about helping them work to create healthier families, improve the quality of life and sustain the wellbeing of people worldwide.

Every day, we make an impact.

Through our comprehensive portfolio, we serve four market segments to help customers:



DIAGNOSTICS

- Accelerate detection of rare diseases, autoimmune disorders, allergies and infectious diseases like COVID-19, Lyme disease and tuberculosis
- Test expectant mothers for pregnancy-related health risks and fetal abnormalities
- Screen newborn babies for genetic mutations that are associated with life-threatening disorders



LIFE SCIENCES

- Drive a better understanding of the mechanisms behind diseases and viruses such as COVID-19, cancer, Alzheimer's and heart disease, leveraging powerful imaging and detection solutions
- Accelerate new and better drug discovery by helping scientists make more informed decisions earlier in the process and automating research and data integration from genes to cells
- Help streamline drug development by turning data into actionable insights, upping productivity on the way to commercialization and ensuring compliance and validation needs are met



FOOD

- Detect ingredient adulteration, test for food borne pathogens, and analyze content attributes to support the safety and quality of the global food chain... from dairy, meats/poultry and seafood to produce, oils and spices
- Identify mycotoxins in grains and feeds to help meet regulations and protect consumers
- Analyze cannabis and hemp – plants to products – for pesticide levels, harmful residues and impurities as well as potency levels for truth in labeling



APPLIED MARKETS

- Detect dangerous pollutants and contaminants in the water we drink and air we breathe
- Quantify concentrations of heavy metals and other toxic elements in our soil and water
- Support research focused on the detection, impact and regulation of contaminants of emerging concern such as microplastics, PFAS and PPCPs
- Help ensure the quality of materials and products for solar energy and e-cars, semiconductors, biofuels, petrochemicals and polymers, while also aiding in recycling analysis for plastics and electronic waste

Our Global Citizenship Pillars

CLICK EACH PILLAR TO LEARN MORE



GOVERNANCE



SUSTAINABILITY



CULTURE,
COMMUNITY,
& OUR PEOPLE

Our Global Citizenship Pillars

Governance



Governance

Sound corporate governance is a crucial component of PerkinElmer's guiding business philosophy. As a global organization, we're committed to conducting business with customers, business partners, shareholders, and employees according to our high standards of ethics and transparency, and in compliance with the law. Our Compliance Committee, composed of senior PerkinElmer personnel, monitors companywide adherence to regulations and internal policies and receives regular reports from a diverse group of representatives across our major areas of compliance focus, including Environmental Health and Safety, Human Resources, Risk Management, and Quality & Regulatory. In overseeing the management of our business and protecting the financial interests of our shareholders, the [PerkinElmer Board of Directors](#) follows the procedures and principles set forth in our [Corporate Governance Guidelines](#). In doing so, the Board of Directors helps set and maintain standards for our employees, officers, and directors.

Climate Change Strategy

Additionally, climate change strategy and risk management are well integrated into PerkinElmer's corporate structure. Sustainability starts at the top, with our full Board of Directors and its Nominating and Corporate Governance Committee reviewing our efforts and our CEO being accountable for overall risk management in connection with ESG matters. The CEO is informed by an ESG Steering Committee which includes our Chief Financial Officer, General Counsel, and Senior VPs of Research & Development, Global Operations, Chief Commercial Officer, Chief People and Culture Officer, VP, Corporate Communications and VP, Investor Relations.

The ESG Steering Committee oversees the Company's assessment of risks and opportunities related to climate change and environmental social and governance matters. It drives

improvements in how we measure PerkinElmer's environmental impact and how we engage key stakeholders in developing our goals and strategies. The committee monitors climate-related issues including customer and investor expectations, risks to our supply chain, and infrastructure risks due to floods and extreme storms.

Global Operations is responsible for driving improvements in how we manage our real estate footprint to reduce carbon emissions and increase renewable energy, and for cooperating with R&D and the commercial functions to drive projects that reduce solid waste in our operations and in our products.

Risks & Opportunities

The ESG Steering Committee identifies the risks and opportunities associated with sustainability issues including climate change in the short, medium, and long terms. This Committee along with our Board of Directors considers any impacts that could materially impact the Company's operations or its reputation with customers and others.

Based on internal efforts to date, we have focused on topics including: carbon emissions and energy management, solid waste reduction, diversity, equity and inclusion, and talent management. We surveyed external and internal stakeholders to help define the issues, which formed the foundation of our current corporate social responsibility strategy. We plan to update this analysis periodically.

PerkinElmer monitors changes in market trends, requirements and/or attitudes of our customers and investors relating to climate change. We use these determinants to assess reputational risk. PerkinElmer experiences a growing trend of customers requiring us to have climate-change management strategies in place, with goals and demonstration of progress. This is also true of PerkinElmer's investors and talent pool. Some prospects and customers are including renewable energy or efficiency goals in supplier assessments. Understanding and satisfying those expectations will help PerkinElmer remain competitive and grow market share.



Our Global Citizenship Pillars

Governance

Business Ethics

PerkinElmer does business directly or indirectly in more than 190 countries, each of which has its own unique laws, customs, and business practices. We require all our employees and business partners to conduct their affairs with absolute integrity and do not tolerate corrupt activities of any kind. We comply with the laws and regulations of each country where we conduct business, as described in PerkinElmer’s [Standards of Business Conduct](#) (SoBC). All employees are required to review our SoBC and complete a related course through our Learning Management System on an annual basis. Additionally, PerkinElmer is committed to competing fairly in all markets in which we do business, and we place the highest importance on maintaining compliance with competition laws globally.

Furthermore, in order to communicate PerkinElmer’s standards for ethical and lawful business conduct to those third parties with whom we engage around the globe, we’ve developed a [Code of Business Conduct for Dealers and Agents](#). This document summarizes the values and principles that PerkinElmer expects of those third parties as they conduct business relating to PerkinElmer.

We also maintain two hotlines – one for general ethical/compliance reporting, [including slavery and human trafficking](#), and one specifically to report inappropriate behavior in the workplace. Any issues submitted to either hotline are sent to PerkinElmer’s General Counsel, Chief People and Culture Officer, and Head of Internal Audit. Reporters can remain anonymous by phone or email. The general compliance hotline is accessible in 15 languages, both internally and externally through our website, as part of our Standards of Business Conduct.

As part of our SEC and SOX reporting compliance programs, we receive quarterly certifications from our business and sales leadership, as well as finance and other management functions, which include, among other things, affirmations regarding any indication of fraud, as well as around customer behavior and interactions.

We represent our products and services in a truthful and balanced way and comply with applicable regulatory and legal requirements governing our products and services’ marketing and sale. We promote our diagnostic products solely based on their approved usages and maintain a robust internal review process to assure all marketing and external communications adhere to these requirements. We have adopted the AdvaMed code through our updated Supplemental Code of Ethics (SCoE) which reflects our commitment to ethical practices in developing, testing, marketing and selling our products, and consolidates legal and regulatory requirements, together with guidance and best practices from a number of sources including the Department of Health and Human Services’ Office of the Inspector General publications on prevention of Fraud, Waste and Abuse. All diagnostics and clinical marketing materials and website content go through PerkinElmer’s Promotional Review Board (PRB) process for approval to ensure FDA compliance.

Environmental Compliance

PerkinElmer’s approach to environmental management is focused on ensuring the health and safety of our employees, driving continuous improvements in environmental impact from our sites, and providing customers accurate and up-to-date information on safe handling of our products. We do this through:

- Applying integrated and systematic risk assessment and control processes
- Sharing best practices across our operations
- Monitoring key indicators such as incident rates, energy and water consumption, hazardous materials use, and waste generation
- Conducting periodic compliance and management system audits at manufacturing operations and laboratories
- Performing environmental management reviews to assess performance and set forward-looking improvement goals
- As part of the Company’s focus on Total Quality, greater than 80% of our design and manufacturing facilities that have been owned by the Company for more than 12 months are ISO certified against the suitable criteria and include ISO 9001, ISO 13485, AS 9100, ISO 14001 or ISO 45001 standards to meet relevant ISO and regulatory requirements for quality management. We also partner with suppliers to support the aims and objectives of the Dodd-Frank Act regarding the use of “conflict minerals” in the materials we purchase.

Our Global Citizenship Pillars

Governance

Alignment with Industry Standards

PerkinElmer is committed to greater transparency and identifying opportunities to better meet the disclosure requirements of company stakeholders. In this vein, you will see in this year’s report that we have begun communicating our ESG progress in accordance with SASB guidelines. You can find that index on page 31.

Product Governance

PerkinElmer’s products are compliant with the European Union’s Reduction of Hazardous Substances (RoHS) Directive and other regional RoHS regulations that seek to reduce the environmental impact and increase the recycling of electrical and electronic equipment through restriction of certain hazardous substances. We also comply with the European Union’s Waste Electrical and Electronic Equipment Directive to reduce the disposal of waste by allowing customers to return eligible equipment for recycling at the end of its useful life. We supply reagents and consumables that comply with chemical directives and regulations on hazard classification, labeling, packaging, and information in the supply chain.

All of PerkinElmer’s new products go through rigorous verification and validation testing, per our documented new product introduction (NPI) process. This includes relevant safety, EMC and other compliance testing as needed. Our NPI processes also include a review of hazardous chemical ingredients. The review addresses hazard classification, labeling, packaging, and transportation requirements, as well as any applicable authorizations or restrictions on use of the substance in products. PerkinElmer monitors and reports on product sales by country or region to assure compliance with chemical registration and import reporting requirements in the U.S., Australia, South Korea, and Taiwan. PerkinElmer has registered several substances with the European Chemicals Agency (ECHA) in compliance with the REACH regulation.

We use these substances in the manufacture of life sciences and diagnostic reagents in Europe. PerkinElmer has applied to ECHA for authorization to use an Annex XIV substance (octylphenol ethoxylate) in certain in vitro diagnostic testing products.

PerkinElmer reagent products are used for purposes of scientific research and development, which permits the use of Annex XIV substances in limited quantities under controlled conditions. Where applicable, PerkinElmer acts to inform customers about the presence of Annex XIV substances in products and provides instruction about avoiding releases to the environment.

For electrical and electronic equipment products, PerkinElmer complies with applicable restrictions on hazardous substances, including lead, mercury, cadmium and others identified in Europe, China, and elsewhere.

We also participate in compliance schemes for the collection and recycling of end of life electrical and electronic equipment, packaging materials, and batteries where applicable. This means tracking and reporting to compliance schemes on quantities of products sold and recycled, as well as paying applicable fees. In 2020 we collected and recycled the following items:

| | |
|-----------------------|----------------|
| Laboratory Equipment: | 5.2 tons |
| Packaging: | 122 tons |
| Batteries: | 19.8 kilograms |

**Lab equipment data are for France, Germany and Netherlands. Packaging data are for Germany, Italy, Austria, Poland, Sweden, Belgium. Data on batteries are for France, Germany, Netherlands, Ireland.*

Our Global Citizenship Pillars

Governance



Animal Testing

Our IVIS® in vivo imaging systems are helping make an impact in the 3Rs (“Replacement, Refinement, Reduction”) outlined by the National Centre for the Replacement, Refinement, and Reduction of Animals in Research. More specifically, our focus is on reduction, which refers to methods that minimize the number of animals used per experiment or study. As it’s essential for reduction that studies with animals are appropriately designed and analyzed to ensure robust and reproducible findings, our methods enable the information gathered per animal to be maximized to reduce the use of additional animals. Our high-content screening solutions complement the work of our IVIS imaging systems by providing more predictive drug screening results through imaging and analysis of 3D cell culture models. The improved drug hits will further reduce the number of animals that will be used in in vivo studies. We continue to look for areas to design and develop our instruments around the principles outlined by the 3Rs.



Radionuclides

We manufacture research reagents used to help scientists and researchers at universities and pharmaceutical and agricultural companies study and ultimately improve human and environmental health. These reagents, some of which are radioactive, are like chemical flashlights. They’re used for a variety of applications, from showing how diseases act and the efficacy of a drug on the disease to demonstrating how fertilizers work on plants and pesticides break down in soil. Researchers use radioactive materials instead of fluorescence because radiolabeling of a molecule can be done without altering its structure. Fluorescent dyes, on the other hand, change the structure of the molecule, which can impact how it interacts

with other molecules. The radionuclides are disposed of in several ways. Short-lived isotopes that decay to cold materials are held in storage until nonradioactive and then disposed of based on the cold category (acid, base, organic, flammable, or plain trash). Long-lived isotopes are packaged and sent to Waste Control Specialists, a company in Texas, for proper burial. For a portion of our 3H material, we have the ability to recycle it in-house and reuse it for additional experiments.

Supply Chain & Operations

Critical to developing innovative products is our ability to obtain high-quality, competitively priced raw materials in a timely fashion so we can most effectively deliver solutions for our customers. For this reason, we purchase chemicals, electronic components, metals, plastics, mechanical parts, and other materials from thousands of global suppliers. When engaging these suppliers, we manage relationships in accordance with our SoBC.

Over the last year, the Company has made key investments in systems to improve our supplier interactions, specifically related to specification compliance, process optimization and collaboration, as well as supplier quality personnel to drive deeper interaction between our supplier process and goods, and the outcomes they have on our products. We currently qualify the acceptability for all suppliers and parts which we purchase into our factories. This activity involves employees at all of our suppliers whenever new products or parts are purchased or developed. In addition, we have regular employee training on product safety and quality control with all of our employees.

We have also accelerated an Operational Excellence program, which includes a focus on Total Quality. This focus has deployed data analytics to drive actionable insights towards product quality performance. The Total Quality program has also initiated new efforts around installation performance to bring customers online to their needs sooner, as well as understanding the early life instrument disruptions that we see when pushing boundaries of methods and applications.

Our Global Citizenship Pillars

Governance

Our traceability through the supply chain is managed through our service provider, TPP, who performs due diligence on all the components we use. Through their outreach to all our suppliers, we are able to identify non-compliant materials and non-hazardous replacements. We perform due diligence for all relevant regulatory substances including, RoHS, REACH, California Prop65, and the presence of conflict minerals.

Supplier documentation is obtained to verify all compliance requirements.

Additionally, as part of our efforts to better support our customers' ESG commitments while continuing to further our own sustainability strategy, we plan to launch two key initiatives in the beginning of 2022. These are incorporating ESG requirements into our future supplier requests for proposal and creating a scorecard for ESG metrics.

Risk Assessment & Readiness

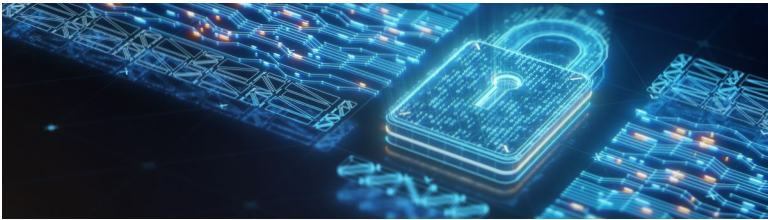
At PerkinElmer, we recognize that risk is an integral component of any business. In order to achieve the Company's objectives and execute on our business strategies successfully, we need to manage risk amid ever-changing social, economic, and regulatory environments. Our ability to do so effectively results in better overall performance and more beneficial outcomes for our employees, customers, vendors, and shareholders. We've taken a structured and coordinated entity-wide governance approach to risk management, and through this integrated process, we believe we have a reasonable ability to identify, quantify, respond to, and monitor the consequences of potential events. Each of our sites is responsible for maintaining a business continuity plan, including emergency response plans for specific circumstances. In addition, each of our business regions has local and national regulations that we closely follow, which help us determine protocols around health, safety, and travel. The foundation we've built in these areas has proven successful throughout

the COVID-19 pandemic as there has been no disruption across any of our facilities.

Data Privacy & Security

PerkinElmer is committed to fair and transparent use of personal data, safeguarding individual data privacy, and complying with applicable data privacy and security laws and regulations. PerkinElmer has made protecting personal data a corporate priority, and accordingly, every employee is expected to understand and comply with our [data privacy and security requirements](#).

PerkinElmer has a formal marketing communication privacy policy provided by our Data Protection Office & PerkinElmer's Legal Department. This policy is implemented to ensure compliance with applicable laws, the PerkinElmer Personal Data Processing Policy, and sound business practices for communicating with our customers for B2B marketing purposes. The policy relates to data privacy laws and regulations such as the GDPR, the e-Privacy Directive, and the California Consumer Privacy Act of 2018 (CCPA) and covers emails, phone calls and text messages. The policy lists countries in which opt-in consent, double opt-in consent, opt-out consent or no specific provisions are required. Our marketing database ensures compliance with all these country level requirements. Additionally, all marketing communications sent via email have a link to unsubscribe from further marketing communications. PerkinElmer diligently tracks the unsubscribes and scrubs future email lists to ensure compliance with the users request.



Our Global Citizenship Pillars

Sustainability



Sustainability

When it comes to environmental sustainability, we take our mission of “innovating for a healthier world” literally. In all aspects of our business and at each of our global facilities, we continue to look for ways to reduce our environmental impact and maximize energy efficiency.

Carbon Emissions

PerkinElmer measures three types of greenhouse gas emissions:

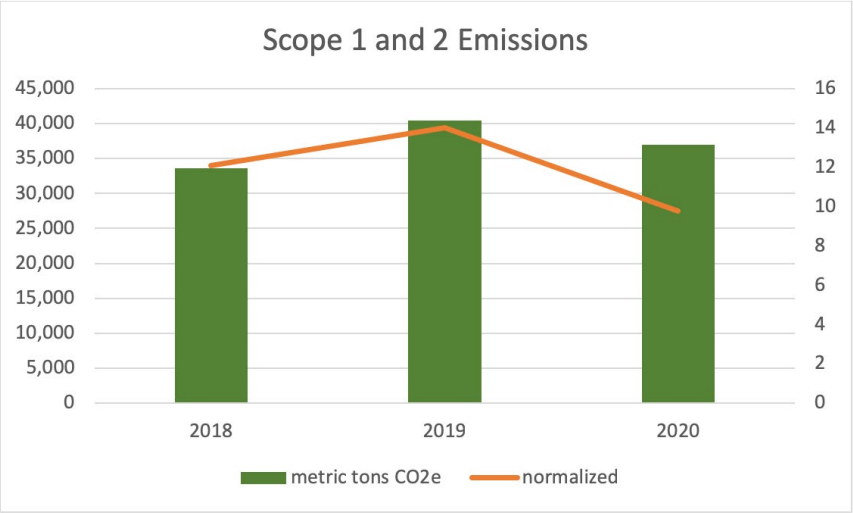
- Scope 1: Fuel Burning
- Scope 2: Purchased Energy
- Scope 3: Business Travel

We participate in the CDP (formerly known as the Carbon Disclosure Project), whereby we disclose our greenhouse gas (GHG) emissions and describe our management of climate change risks and opportunities. In 2020, our Scope 1 and 2 emissions decreased by about 3,423 tons of CO₂e, or 8.5%.

We are also committed to achieving our goals of reducing Scope 1 and 2 carbon emissions by 2030, and reaching carbon neutrality by 2040 through a formalized approach with executive oversight.

Our Llantrisant, UK team converted all company cars to hybrid vehicles to reduce carbon emissions for the region.

In Europe, the Middle East, and Africa (EMEA), we've begun piloting a dashboard to track carbon emissions saved as a result of remote sessions with customers.



Our Horizon team pitching in for Earth Week

Our Global Citizenship Pillars

Sustainability



Water

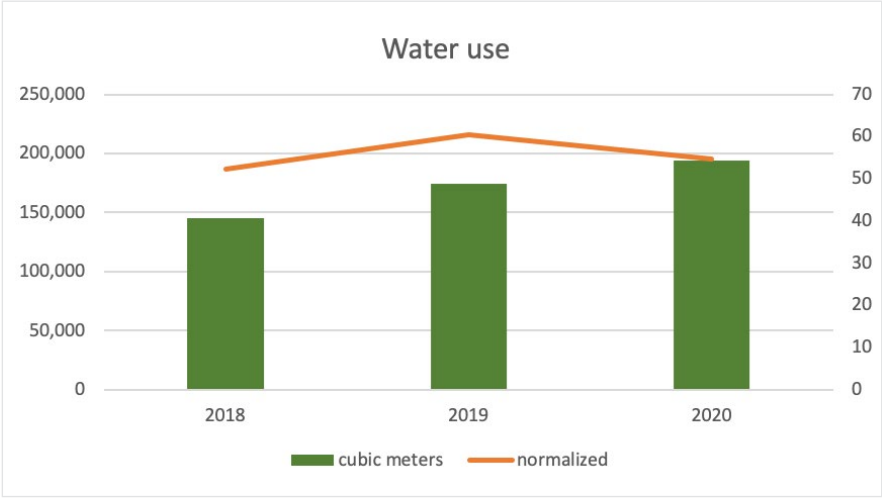
We continuously strive to reduce our water consumption at our sites around the world. Most of the water we use is sourced by public suppliers, and our wastewater is handled by publicly owned treatment facilities. Similar to the CDP Climate Change Reporting, we also participate in the CDP Water Reporting, a reporting system for water use and management. During 2020, our water consumption increased by 11%, driven by increased manufacturing buildouts to support new COVID product introductions. When taking into account our significant revenue growth in 2020, our water usage intensity declined by approximately 15%.

At our Hopkinton, Massachusetts site, we've invested in developing a water reclamation system to reduce waste in our chip fabrication. By filtering and reusing the water necessary for glass cutting, our new system will effectively eliminate wasted water in a process that typically consumes millions of gallons annually. We plan to implement this technology between June and September of 2022.

This year, PerkinElmer took part in celebrating World Water Day, an annual event that raises awareness of the global water crisis.



PerkinElmer's Hopkinton, Massachusetts site



Energy

At PerkinElmer, we're always looking to reduce our energy consumption and explore renewable energy opportunities.

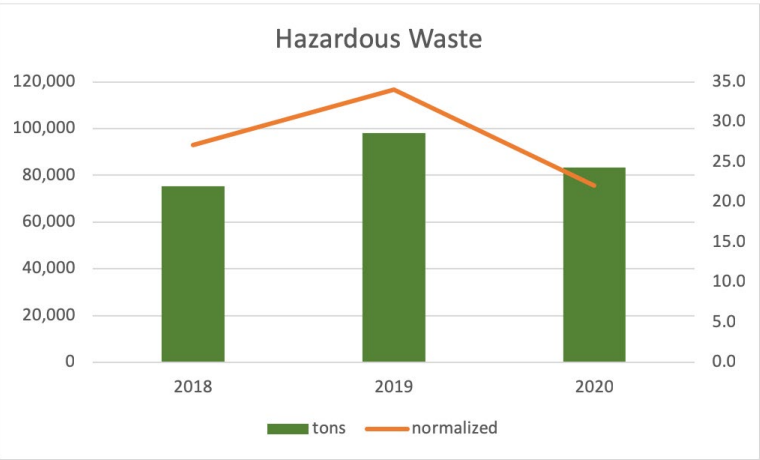
- Each of our manufacturing and administrative sites have undergone major conversions from traditional lighting to T8 low energy lighting.
- We've maximized our use of remote training, audits, certifications, meetings, etc. to improve energy efficiency.
- Our colleagues in Shelton, Connecticut hosted a "virtual lighting fair" where employees purchased eco-friendly and cost-effective lighting for their homes, saving an estimated 89,388 kWh annually. Our Shelton site also committed to a long-term purchase agreement for solar panels.
- In Taicang, China, our employees developed a method of heat recycling in air conditioning using heat pumps to reduce energy consumption at the site.

Our Global Citizenship Pillars

Sustainability

Hazardous Waste

- Our manufacturing and laboratory facilities generate a variety of waste types classified as hazardous by local and national regulations. During 2020, our hazardous waste volumes decreased by about 15%.
- At our sites around the world, we've implemented company-wide paper and plastic recycling programs and expanded our metals recycling programs in factories to reduce landfill contribution.
 - Nearly all of our shipping locations (factories and distribution centers) have implemented programs to reuse or repurpose boxes and other packaging materials.
 - At our Hopkinton facility, process improvements in our chip fabrication have reduced sulfuric acid and sodium hydroxide used by 40%, significantly reducing hazardous waste generated at the site.
 - In Boston, we've designated a full-time environmental engineer responsible for reducing hazardous waste and negative impact on the environment. Radioactive waste at this site has been reduced by over 20% compounded year over year for the third year running.



Product Sustainability

We design and develop instruments to require as little maintenance as possible, making them more stable in the long term. By reducing the amount of spare parts needed to maintain our equipment, we ultimately reduce the amount of waste that our instruments create.

Colleagues Championing Change

On April 27th, PerkinElmer celebrated Earth Day and this year's theme, "Restore our Earth." Employees company-wide were encouraged to take part in environmental conservation initiatives and heard from leaders like VP & General Manager, Applied Markets, Suneet Chadha, on the importance of making every day, Earth Day.

"Within the Applied Markets segment, we actively support customers with equipment and expertise for initiatives that bring awareness to plastic pollution in oceans, champion water reuse, ensure the right nutrient levels in soil to increase crop yields, and promote regulation to enable a circular economy for plastics."

Our Horizon Discovery team also participated by holding an "Earth Week" campaign, with each day of the week dedicated to encouraging activities around a related theme. From "Meat-Free Monday" and a trash pick-up to donating unused household items and a seed-swapping initiative, our colleagues efforts were inventive and impactful.



Our Horizon colleagues celebrate Earth Week

Our Global Citizenship Pillars

Culture, Community, and Our People



Culture, Community, and Our People

At PerkinElmer, we believe that innovating for a healthier world starts with taking care of our people and our communities. We create work environments across the globe that aim to foster a culture of collaboration, innovation and inclusion at all levels. Whether on-site or in the field, we seek to provide each of our 15,000 employees equal access to resources and programs designed to assist with both their professional development and personal growth. All PerkinElmer team members are encouraged to give back to their communities and support local organizations on their own as well as through company-sponsored events like our annual Impact Day.

Our efforts include:

- Cultivating an authentic, inclusive and transparent company culture
- Supporting health, well-being, and work-life integration
- Promoting volunteer and philanthropy opportunities
- Training employees for career development

Impact Day 2021

PerkinElmer’s Impact Day is an annual event in which our employees worldwide join forces to give back in their communities and assist vital organizations. This year’s theme of Stewardship and Sustainability encouraged all of us to explore new ways to reduce our carbon footprints and ensure a healthier future for our planet. Employees from over 25 countries around the world participated in over 350 activities dedicated to helping make a difference.

- Our colleagues in **Switzerland** cleared out brush and constructed wildlife habitats to maintain ecological balance in the Jura region near Herzberg.
- In **Hamburg, Germany**, employees rolled up their sleeves and collected trash from a local river in cooperation with GreenKayak, a non-governmental organization dedicated to fighting environmental pollution.
- Employees in **Shanghai** created environmentally friendly reusable shopping bags to distribute amongst friends and family.
- In **Johannesburg, South Africa**, our employees spent the day cleaning up and gardening the area outside a Childhood Cancer Home.
- Our employees in the **UK** assisted local conservation groups in maintaining nature reserves by weeding and planting in Mansfield.
- In **Waltham, Massachusetts**, employees packed vegetables for those in need at a local community farm.
- Members of IT departments around the world reduced carbon emissions by removing digital clutter and changing power settings on their devices.



Impact Day. Top left: China, top right: Germany, bottom left: South Africa, bottom right: Switzerland.

Our Global Citizenship Pillars

Culture, Community, and Our People



Volunteerism

“Do Something Amazing”

Our Horizon colleagues launched their first annual “Do Something Amazing” events. Team members in Boulder, Colorado assisted Flatirons Habitat for Humanity in building a home for a local family while in Cambridge, UK, a group constructed “insect hotels,” outdoor habitats for pollinators essential to the ecosystem.



Horizon team members building “insect hotels,” in Cambridge, UK



PerkinElmer China Participates in 10th Annual Million Tree Project

Our colleagues in China traveled to Inner Mongolia to plant trees in the region as part of the Shanghai Roots & Shoots Million Tree Project. Since first joining this project ten years ago, we have donated and helped to plant more than 37,000 trees in Kulun Banner, Tongliao City and Inner Mongolia to help offset our carbon footprint, fight climate change and raise environmental awareness. With 22 employees joining this year, this was the greatest participation that the project has seen since its inception a decade ago.



China employees at the Million Tree Project



Horizon team members building a home for a local family in Boulder Colorado.

Our Global Citizenship Pillars

Culture, Community, and Our People



Partnerships & Sponsorships

PerkinElmer Sponsors Africa Healthcare Week Online

PerkinElmer served as this year's headline sponsor at Africa Healthcare Week Online, a five-day series of moderated panels focused on leveraging the power of science to address healthcare challenges in Africa and those that affect the global community. Experts from ministries of health and universities around the world joined PerkinElmer employees to discuss topics like newborn screening for rare diseases and the road to recovery from COVID-19. Our employees spoke as both moderators and panelists, including alongside leading government and non-profit organizations like the Africa CDC and Bill and Melinda Gates Foundation.

PerkinElmer Sponsors India Rare Disease Summit

We were proud to support the International Society for Neonatal Screening by sponsoring the 2021 India Rare Disease Summit. This event brought together policymakers, multilateral agencies, charities, and clinicians to focus on the implementation of the National Rare Disease Policy in India and help determine the care pathway required to improve outcomes for health in newborns.



AFRICA HEALTHCARE
ONLINE

Philanthropy

As a global citizen, PerkinElmer recognizes and appreciates the power that we as a company have to help enact positive change around the world. Each year, we donate \$10,000 to the Red Cross to assist communities devastated by earthquakes, hurricanes, and other natural disasters. Additionally, we give nearly \$500,000 to various nonprofits every year.

PerkinElmer Charitable Match Giving Program

Earlier this year, we announced the launch of our PerkinElmer Charitable Match Giving Program. This \$10 million fund aims to support the matching of employee giving for many years to come. Each year, we will match donations made by employees, to eligible charities around the world, up to the amount of interest earned on this fund.



Our Global Citizenship Pillars

Culture, Community, and Our People



Diversity, Equity & Inclusion

As a global corporate citizen, we believe that our ability to operate in a multicultural world is fundamental to our sustainability and success. Regardless of race, national origin, religion, age, disability, veteran status, gender, or sexual orientation, we are committed to ensuring that all employees feel valued and embraced.

Inclusion Board & Inclusion Champions

In addition to our Diversity, Equity & Inclusion (DEI) team, our Inclusion Board and global team of Inclusion Champions are

responsible for helping to form our DEI strategy and further drive this important work by interacting with employees, telling their personal stories, and sharing insightful resources.

Culture Warriors

Our culture warriors are PerkinElmer employees who dedicate time each month toward internally promoting and reinforcing our core values through team meetings, roundtable discussions and one-on-one conversations with fellow employees. Their valuable insights help shape the company culture at all levels and further foster an environment of collaborative innovation.

CULTURAL HOLIDAYS AND HERITAGE CELEBRATIONS

At PerkinElmer, we celebrate our employees' diverse backgrounds and the unique value they bring through our everyday interactions as well as by recognizing and honoring regional and global holidays.



Chinese New Year - To celebrate the Chinese New Year, VP and GM of Commercial in Shanghai Zhu Bing wrote to employees on the significance of the event and delivered his thoughts on how 2021, the "Year of the Ox," can inspire us to act with both perseverance and diligence.



Black History Month - In honor of Black History Month, OneSource Senior Director and Inclusion Board member Dave Brunson shared in an open letter some personal sentiments around the importance of this event and his perspective on diversity in our organization.

"Celebrating Black History Month says powerfully to our global community that we value a diverse team's contributions in delivering solutions for a healthier tomorrow. PerkinElmer is an exciting place to call home" – Dave Brunson, OneSource Senior Director



International Women's Day - On International Women's Day, PerkinElmer celebrated the critical role of women in our company and our communities with modules on our Anytime Learning platform, as well as featuring speeches from our women in science and discussions around this year's theme, "Choose to Challenge."

"We are part of a company which has taken to heart encouraging and praising diversity, including gender diversity. This gives us a very strong platform to play our part, both individually and collectively." – Magali Four, Chief People & Culture Officer



Pride Month - From a panel of LGBTQ+ employees and allies who shared their unique stories and perspectives, to lunch and learns and office decorations, our colleagues organized activities at sites around the world in celebration of Pride Month.

"I am thrilled to be a part of the PerkinElmer family. I find PKI to be a very inclusive company. A company that welcomes all people, a company who celebrates diversity and values the uniqueness of all employees." – Jamie Graceffa, Global Head of Talent, Learning, Inclusion & Diversity

Our Global Citizenship Pillars

Culture, Community, and Our People



Employee Resource Groups

This year, PerkinElmer launched our first companywide Employee Resource Group (ERG): PerkinElmer Women’s Forum. ERGs are voluntary groups of employees who join together with similar backgrounds or interests to foster and enhance PerkinElmer’s diverse and inclusive workplace. ERGs seek to create a community that provides support, contributes to personal and professional development at work, and fosters allyship. PerkinElmer is committed to supporting this group and future employee resource groups as they help our colleagues continue to feel engaged, educated and empowered.

Unconscious Bias Training

At PerkinElmer, we aim to raise awareness and offer tools that will enable our employees to identify, address, and/or resolve issues related to unconscious biases, as well as to develop DEI leaders and managers who can go from “awareness to action” and model an inclusive workplace. To achieve this, we now offer employees access to an online Unconscious Bias training platform as well as targeted group workshops for HR, leaders and direct supporters of this work.

Increasing Transparency of the Gender Pay Gap

By the end of this year, for the first time, PerkinElmer will be publishing figures in the Gender Pay Gap report for the UK, France and Spain.

Improving Gender Representation in Leadership

45% of leadership positions year-to-date have been filled by female employees, resulting in 31% of leadership positions held by female employees.

Human Rights

Our policies and practices require PerkinElmer to conduct our business with uncompromising integrity and to promote human rights within the Company’s area of influence.



Training and Education

At PerkinElmer, we seek to provide our employees with meaningful learning opportunities to help grow their capabilities and careers. Using formal, informal, and on-the-job learning, we train our employees to reach their maximum potential and find satisfaction in living our mission.

Anytime Learning

Our PKI Anytime Learning platform offers employees access to a wide variety of professional development training modules, covering topics ranging from business acumen to conflict resolution and diversity, equity, and inclusion.

PKI Learning Hub

The PerkinElmer Learning Hub is a online learning environment that provides employees with digital tools, structured learning opportunities, on-demand resources, up to date learning announcements and other professional development resources.

MyLearning/LMS

MyLearning is PerkinElmer’s Learning Management System (LMS), and features training modules geared toward educating new hires as well as providing current employees with up-to-date information on new policies and regulations.

“Taking Care of Your Mental Health” Campaign

At PerkinElmer, we understand that stress management and mental health maintenance are critical, especially in the wake of the COVID-19 pandemic. By sharing employee journeys, hosting interactive mental health sessions, and providing guides on stress management, we aim to equip our employees with tools and strategies to help them relieve tension and maintain a healthy balance between work and life.

Our Global Citizenship Pillars

Culture, Community, and Our People

Professional Development

We're committed to helping our employees worldwide continue to grow in their careers. Our annual performance review and goal-setting process focuses on providing employees with constructive and actionable feedback and encourages them to create and achieve professional development goals.

Leadership Academies

Our online PerkinElmer Leadership Academy provides our employees access to programs hosted by company leaders designed to build the mindsets, skillsets, and toolsets to effectively lead others and accelerate both strategy and business results.

BetterUp Coaching

We've partnered with BetterUp to help our employees access highly personalized professional development sessions with coaches that suit their unique skillsets and development goals. We extended the program to 50+ leaders, as well as 280+ future or current leaders who participated in one of our six leadership programs this year.



Fostering Feedback and Flexibility

PerkinElmer People Experience Survey

At PerkinElmer, we believe that our success moving forward depends upon the collective energy, authenticity, and contributions from our people. With that in mind, we invited our employees to share their insights, feedback and opinions on their work environment through our inaugural PKI People Experience Survey. An impressive 77% of employees shared critical feedback in the survey, with a resulting 7.8 engagement score on a 0-10 point scale measuring employee motivation, commitment and connection to the Company. The results are now being analyzed so that we can build on our strengths, address areas of opportunity, and ultimately, advance the future of our culture.

Flexible Work

We have introduced a flexible work location framework describing key principles to allow for providing a choice to our employees – depending on feasibility – about working from the office or their home. This has been translated into regional principles, and then policies which are being revised as the pandemic allows for such a choice.

A Culture of Collaboration & Innovation

We believe enabling our colleagues to collaborate and innovate is crucial in fulfilling our mission of innovating for a healthier world. Our teams around the world are dedicated to working alongside one another to assist clients, governments, and researchers in taking steps toward meaningful breakthroughs and discoveries.

Getting Creative and Stayed Connected Amid COVID-19

An important theme for all of our colleagues amid the COVID pandemic has been finding ways to continue collaborating despite ongoing restrictions. For our R&D, service and operations organizations specifically, science never stops. From holding remote trainings on how to build and service a new product to performing remote software and hardware development from home while watching a remote-controlled instrument in the lab, these teams have been extremely creative and resourceful to ensure that PerkinElmer can continue to deliver for our customers.

Inspiring the Next Generation of Scientists

We understand that innovating for a healthier world does not stop with us. By motivating and empowering the next generation of researchers, engineers, and mathematicians, we hope to lay the foundation for future generations to build on the work we do today.

Our Leaders Share their Stories



Greg Sears, Vice President and General Manager of food at PerkinElmer, recently spoke to students and faculty at Hampton University on the topics of visionary leadership and innovation.

Our Global Citizenship Pillars

Culture, Community, and Our People



Schooling Students on STEM

As part of PerkinElmer's 2021 Impact Day, our Americas commercial team wanted to engage students who have less access to STEM opportunities. They identified a middle school in Philadelphia, and given the ongoing COVID pandemic, held the activity remotely.

The PerkinElmer team included a field application scientist, salesperson and bench scientist, and given the large percentage of females in the group, it was a valuable opportunity to show the female students possible career paths.

The Goal Was Trifold:

To demonstrate how our instruments enable science, share the different careers available to those who choose to go into a scientific field, and teach the students several science lessons through a combination of slides, interactive questions and real-world activities.

The three lessons were based around PerkinElmer's high-content screening and in vivo imaging technologies:

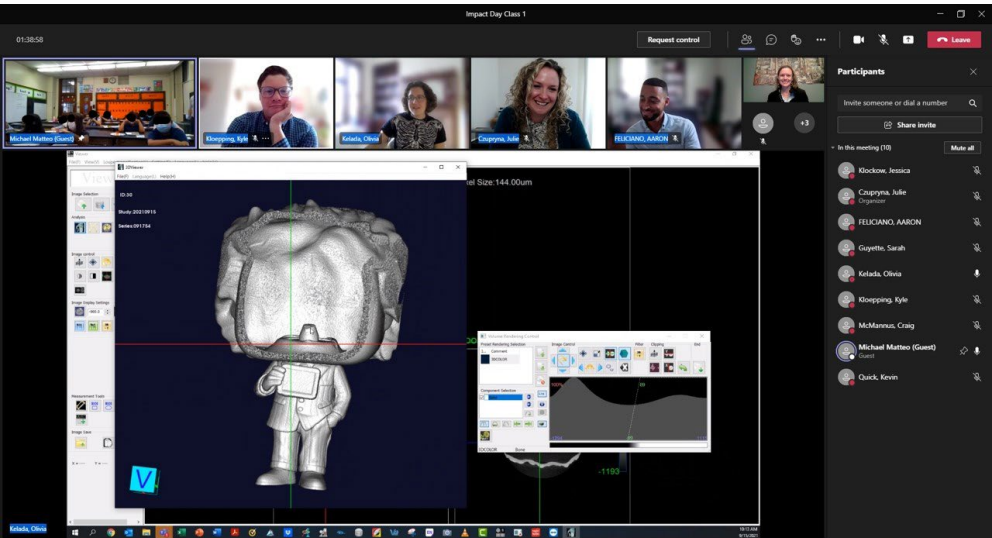
Lesson One (High Content Screening): Cell organelle identification, live remote demo of PerkinElmer's Muvicyte™ from Hopkinton, and model building with play-doh

Lesson Two (In Vivo): X-Ray/CT scan interactive questions, zoo animal identification from x-rays, scanning an Albert Einstein Funko Pop toy with PerkinElmer's IVIS Spectrum CT to see if it had a brain (to debunk a popular Tik Tok rumor)

Lesson Three (In Vivo): Discuss what bioluminescence is and common sources the students could identify, guided calculation of a dilution, imaging of cells plated in a pattern of the school initials and a design competition for a new plate design

The session was capped off with a roundtable where the students could ask our PerkinElmer experts questions about science or their careers.

As a thank you, and in alignment with this year's Impact Day theme of Stewardship and Sustainability, the group provided the students with reusable PerkinElmer-branded water bottles, which came in handy given the school's COVID policy of no shared water foundation usage.



Employees during Lesson Two: High Content Screening

Our Global Citizenship Pillars

Culture, Community, and Our People

Empowering Our Women in Science

The work we do would not be possible without the brilliant and creative women scientists who have helped make PerkinElmer a leader in innovation.

Employee Spotlights



Madhuri Hegde, SVP and Chief Scientific Officer of Global Lab Services, works alongside her team to develop tools around genomic data sets to better understand disease at the phenotype level.

"I am interested in creating tools around genomic data sets to understand disease at the phenotype level by developing combinatorial assays that go beyond sequencing (DNA and RNA) into understanding gene expression."



Shianna Hines, a senior field application specialist, uses her research in cannabis science to advise customers and educate people and organizations around the world.

"It's ever more important that women's voices are heard, and that we continue to contribute to scientific achievements that help the communities that we live in, for all."



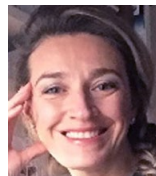
Pat Mayer's over 40 years of expertise in product development and management help drive innovation and address customer needs.

"I see so much value in being able to pass along science information to anyone who will listen. During this pandemic, the daily life of a scientist has been elevated to a level where our knowledge, deductive reasoning and conclusions have never been more critical"

International Day of Women in Science

PerkinElmer took part in celebrating the United Nations' International Day of Women and Girls in Science. This year's theme emphasized ***"women scientists at the forefront of the fight against COVID-19."***

Below are just several of the thousands of women working in science within PerkinElmer.



Annamaria Cavalleri, FAS Leader, Italy and Spain, is proud to be part of an incredible and passionate team of Field Application Specialists across all the different businesses of PerkinElmer.

"My greatest ambition is to bring out their uniqueness and own skills, and to make them shine. I strongly believe this will take new energy, strength and focus in reaching our goals, both in private and professional life."



Dr. Krystelle Mafina, Associate UVS & TEA Product Manager, coordinates projects between manufacturing, sales, operations, technical support, R&D, marketing and customers and oversees our product portfolio, to review quality and assess performance according to PerkinElmer's values.

"PerkinElmer has a great employee support for career development. Both manager and employee have to set yearly goals; these can include external professional courses, which I found very useful and helped me build up my skills further."



Ulrike Trinkl, Account Manager – After Sales Consumables Chromatography, is responsible for selling various products from all three different product lines – chromatography, element spectroscopy and molecular spectroscopy.

"I never thought that I would have such a great opportunity and be able to study my passion for historical science."

AWARDS AND RECOGNITION

At PerkinElmer, we take pride in, and are fully committed to achieving the highest standards of excellence across the board, whether that is in the innovations we develop, the way we empower and engage our global team, or how we deliver better outcomes for our communities. We're honored to have recently received the following recognition for our efforts:

- **Management Top 250**
Wall Street Journal
- **Most Responsible Companies List**
Newsweek
- **Best Results of a Learning Program**
Brandon Hall Group
- **Scientists' Choice Award: Clinical Editorial Article of the Year**
SelectScience.net
- **World Changing Ideas Awards 2021: Pandemic Response (Honorable Mention)**
FastCompany.com
- **Gold Leadership Award**
Horizon Discovery (Boulder, Colorado site)
- Colorado Department of Public Health,
Environmental Leadership Program
- **Best CSR Employer**
PerkinElmer China - China Finance Summit
- **Best Employer**
PerkinElmer China - Instrument.com
- **Great Place to Work Certified**
PerkinElmer India - Great Place to
Work Institute
- **Southwest Finland Export Award**
Wallac Oy, Turku
- Turku Chamber of Commerce
- **2021 R&D 100 Special Recognition**
Battling COVID-19 (Bronze) Award
R&D World Magazine
- **2021 R&D 100 Award**
Analytical/Test Category
R&D World Magazine

LIVING OUR MISSION

Helping in the Fight Against COVID

LIVING OUR MISSION

Every day, the work we do is helping customers create healthier families, improve the quality of life, and sustain the well-being and longevity of people globally. Take a look at how we're making a difference for the better.

Helping in the Fight Against COVID-19

Accelerating Diagnosis and Treatment

- In March of this year, we launched our PerkinElmer® COVID-19 Antigen Test. Used to aid in diagnoses of COVID-19 in asymptomatic or symptomatic individuals, results from this highly sensitive, point of care antigen test can be obtained in as little as 15 minutes to facilitate immediate isolation or treatment decisions.
- We also received FDA Emergency Use Authorization (EUA) for the PKamp™ Respiratory SARS-CoV-2 RT-PCR Panel 1 assay. Qualified laboratories are able to immediately begin using this single test for the simultaneous qualitative detection and differentiation of SARS-CoV2, influenza A, influenza B and respiratory syncytial virus (RSV).
- Our EUROIMMUN Anti-SARS-CoV-2 S1 Curve ELISA also received FDA EUA. This assay enabling the measurement of IgG antibodies could yield future discoveries and insights on immune responses to SARS-CoV-2.



Delivering Testing Solutions Worldwide

- In response to the ongoing COVID-19 crisis, earlier this year we donated one million rapid antigen tests to the Government of India to help accelerate testing capabilities in hospitals and clinics across the country in collaboration with the US-India Strategic Partnership Forum (USISPF).

- We also partnered with Mount Sinai Hospital in New York to help provide back-to-school COVID-19 testing at inner city schools for children in kindergarten through second grade.
- The lighthouse labs we established in Newport, Wales and Charnwood, England together have processed over three million COVID-19 test samples.
- At the Tokyo Olympics, our Janus® G3 Primary Sample Reformatters helped support COVID testing for global athletes and official visitors.

Assisting with Research into COVID-19

Our team at Oxford Immunotec developed the T-SPOT COVID test and T-SPOT Discovery SARS-CoV-2 kit to investigate the body's immune response to COVID-19. These tests have been utilized in no fewer than four academic studies with public and private-sector support.

CEO Prahlad Singh Joins Global Conversations on Pandemic Preparedness and Prevention

Since the earliest days of the pandemic, PerkinElmer has played an important role in helping to fight COVID-19. In recognition of these efforts, our CEO Prahlad Singh was invited to participate in two globally-watched events where he shared key lessons learned over the last 18 months and potential strategies for preventing future pandemics.

The first was a panel discussion hosted by the British Embassy in Washington D.C., which explored how public-private partnerships have helped deliver life-saving diagnostics, therapeutics and vaccines to people around the world. He also participated in the White House's Global COVID-19 Summit, which was part of the UN General Assembly.

LIVING OUR MISSION

*Food and
Diagnostics*

Food

Helping Meet Growing Cannabis Testing Needs

We launched the industry's first fully automated pesticide residue analysis workflow for cannabis and hemp pesticide residue testing, leveraging our Janus® G3 420 Workstation and QSight® 420 LC/MS/MS with SOPs and software. With this workflow, in house and contract labs can increase pesticide analysis throughput with improved data quality, decrease laboratory waste, reduce the likelihood of operator error and slash sample prep times to two hours from 6-8 hours when performed manually.



Testing Milk in India

Our team identified the need for a reliable, accurate, low-cost solution for milk testing in India, the world's number one milk market. In just over six months, our experts across five countries collaborated to develop the IndiScope™ FT-IR Milk Analyzer, a device that quantifies protein, fat, and other parameters in unhomogenized milk samples.



Diagnostics

Helping Newborns Get a Healthier Start

We recently celebrated our collaboration with the American Society of Hematology by supporting the launch of Consortium on Newborn Screening in Africa (CONSA) clinics at the Lira Hospital in Uganda. Through this collaboration, we are providing critical resources for newborn screening, offering information to strengthen screening infrastructure, and promoting data sharing.

Enabling Greater Access to HPV Screening

In Thailand, we've helped the Ministry of Public Health establish HPV screening labs for women aged 25-60. Using our instrumentation, these labs can detect 14 different genotypes of HPV.

LIVING OUR MISSION

Life Sciences and Applied Markets



Life Sciences

Accelerating the Discovery of Critical Drugs

We are providing our PhenoVue™ Cell Painting Kits to the Joint Undertaking in Morphological Profiling–Cell Painting (JUMP–CP) consortium. Led by the Broad Institute of MIT and Harvard, the consortium includes leading pharmaceutical companies and non-profit research organizations, and is focused on creating and sharing the world's largest, public cell imaging data set to help scientists determine the mechanism of action of new therapeutics before they are introduced into patients in clinical trials. In leveraging our PhenoVue kit, consortium scientists will benefit from the convenience and simplicity of its ready-to-use format and compatibility with high-content screening applications to conduct more predictive drug discovery. This can ultimately help accelerate time to market for novel therapies while reducing late stage failures at clinical trial.



Enabling Faster Measurement of Influenza Resistance

Our Nexcelom Bioscience team developed an automated high-throughput fluorescent imaging method to enable rapid quantification of influenza drug resistance using their Celigo Image Cytometer. This method provides significant advantages in speed, accuracy, and cost when assessing drug effectiveness against viruses.

Paving the Way for Innovation

Our Horizon Discovery colleagues extended their gene modulation portfolio with an industry-first synthetic sgRNA and patent-pending dCas9 repressor for CRISPRi. CRISPRi enables scientists to better understand the biological pathways, processes and pathologies of disease by repressing genes at the transcriptional level, ultimately leading to new therapeutic approaches.

Applied Markets

Helping Ensure Clean Drinking Water

Using our NexION®2000 ICP-MS to detect trace elements, we've helped Orange County Water District reproduce 345,868,502,880 gallons of water through their wastewater replenishing system, ultimately providing 2.5 million people with safe drinking water.



Doing Our Part to Fight Climate Change

PerkinElmer virtually hosted our first Global Environmental Sciences Summit, bringing together experts from around the globe to discuss environmental challenges and explore solutions to the problems facing our planet. The event featured a number of speakers from governments and research universities, as well as PerkinElmer leaders and employees.

TOGETHER, WE ARE MAKING A DIFFERENCE FOR THE BETTER.



In 2020, PerkinElmer aided more than 1,000 new diagnostics customers in their efforts to combat the pandemic, shipping more than 25 million COVID-19 PCR tests and 75 million nucleic acid kits.



Last year, 135 million PerkinElmer tests were used to screen babies in over 90 countries for various disorders – saving the lives of around 70 babies each day on average.



To date, more than 702 million babies have been tested for life-threatening diseases using PerkinElmer’s newborn screening tools.



220 million tons of wheat are analyzed for quality each year by PerkinElmer instruments. Our technologies can also detect food fraud in under 30 seconds.



PerkinElmer instruments test 289 billion gallons of water annually, to provide safe drinking water for more than 1 billion people, and help reduce 8 million metric tons of plastic waste from our oceans.



PerkinElmer’s EUROIMMUN business developed a comprehensive SARS-CoV-2-specific product portfolio that includes detection of antibodies of the classes IgG, IgA, IgM.



Around the world today, more than 2 million scientists are using PerkinElmer’s laboratory software to store and analyze research data and collaborate on experiments.



PerkinElmer technologies have contributed to the development of 22 novel therapeutic drugs.



SASB index

| Accounting Metric | SASB Code | Response |
|---|--------------|--|
| Affordability and Pricing | | |
| Ratio of weighted average rate of net price increases (for all products) to the increase in U.S. Consumer Price Index | HC-MS-240a.1 | PerkinElmer does not disclose this data. Please see the Ethical Marketing section of our 2021 Corporate Responsibility report for additional detail. |
| Description of how price information for each product is disclosed to customers or to their agents | HC-MS-240a.2 | Pricing provided by PerkinElmer to customers varies by business line but includes electronic, telephonic, and mail quoting disclosures. Pricing is dependent upon geographic region, customer type, type of channel, and other factors. Some business lines (ex. Service/Informatics) also operate under multi-year contractual arrangements |
| Product Safety | | |
| Number of recalls issued, total units recalled | HC-MS-250a.1 | During 2020, PerkinElmer had zero recalls that were reported to the FDA. There were four product recalls that were reported to non-U.S. national regulatory authorities that were corrected or removed from the market. |
| List products listed in FDA's MedWatch Safety Alerts for Human Medical Products database | HC-MS-250a.2 | There are no products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database which can be found here: https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program |
| Number of fatalities related to products as reported in FDA Manufacturer and User Facility Device Experience | HC-MS-250a.3 | None |
| Number of FDA enforcement actions taken in response to violations of cGMP, by type | HC-MS-250a.4 | None |
| Ethical Marketing | | |
| Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | HC-MS-270a.1 | None |
| Description of code of ethics governing promotion of off-label use of products | HC-MS-270a.2 | We represent our products and services in a truthful and balanced way and comply with applicable regulatory and legal requirements governing our products and services' marketing and sale. We promote our diagnostic products solely based on their approved usages and maintain a robust internal review process to assure all marketing and external communications adhere to these requirements. |

| Accounting Metric | SASB Code | Response |
|--|--------------|--|
| Product Design and Lifecycle | | |
| Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products | HC-MS-410a.1 | See Product Governance pg. 12 |
| Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies, in metric tons | HC-MS-410a.2 | See Product Governance pg. 12 |
| Supply Chain | | |
| Percentage of entity's facilities participating in third-party audit programs for manufacturing and product quality | HC-MS-430a.1 | All medical device facilities at PerkinElmer under ISO 13485 are subject to annual audits by Notified Bodies. Non-medical facilities operating under ISO 9001 are audited a minimum of once every three years by Registrars. |
| Percentage of Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality | HC-MS-430a.1 | PerkinElmer does not currently report the percentage of Tier 1 supplier facilities participating in third party audit programs for manufacturing or product quality. |
| Description of efforts to maintain traceability within the distribution chain | HC-MS-430a.2 | Our traceability through the supply chain is managed through our service provider, TPP, who performs due diligence on all the components we use. Through its efforts to all our suppliers, we are able to identify non-compliant materials and non-hazardous replacements. We perform due diligence for all relevant regulatory substances including, RoHS, REACH, California Prop65, and the presence of conflict minerals. Supplier documentation is obtained to verify all compliance requirements. |
| Description of the management of risks associated with use of critical materials | HC-MS-430a.3 | Please refer to PerkinElmer's most recent Conflict Minerals Report: https://www.sec.gov/Archives/edgar/data/31791/000119312521177866/d61273dex101.htm And Supplier Code of Conduct: https://www.perkinelmer.com/PDFs/downloads/Supplier-Code-of-Conduct.pdf |
| Business Ethics | | |
| Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption | HC-MS-510a.1 | None |
| Description of code of ethics governing interactions with health care professionals | HC-MS-510a.2 | We have adopted the AdvaMed code through our updated Supplemental Code of Ethics (SCoE) which reflects our commitment to ethical practices in developing, testing, marketing and selling our products, and consolidates legal and regulatory requirements, together with guidance and best practices from a number of sources including the Department of Health and Human Services' Office of the Inspector General publications on prevention of Fraud, Waste and Abuse. |

YEAR ESTABLISHED: 1937

2020 REVENUES: Approx. \$3.8 billion

EMPLOYEES: Approx. 15,000 globally

HEADQUARTERS: 940 Winter Street, Waltham, MA 02451

WORLDWIDE PRESENCE: 190 countries

TICKER SYMBOL: PKI (NYSE)

PerkinElmer is a component of the S&P 500 Index.

WEBSITE: www.perkinelmer.com

CORPORATE OFFICERS:

Prahlad Singh, *President and Chief Executive Officer*

Jamey Mock, *Senior Vice President, Chief Financial Officer*

Joel S. Goldberg, *Senior Vice President, Administration, General Counsel and Secretary*

Daniel Tereau, *Senior Vice President, Strategy and Business Development*

Miriame Victor, *Senior Vice President and Chief Commercial Officer*

Tajinder Vohra, *Senior Vice President, Global Operations*

Andrew Okun, *Vice President and Chief Accounting Officer*

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