



PerkinElmer 2022 ESG Report

PerkinElmer employees in South Korea volunteering to help make food at a local shelter.

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A LETTER FROM OUR CEO, PRAHLAD SINGH



As we move through the final quarter of this year, I'm excited to share our 2022 ESG Report. Guided by PerkinElmer's mission of innovating for a healthier world, our hardworking teams around the globe have dedicated themselves to creating solutions that have direct, positive impacts on the well-being of our communities. We help analyze drinking water, support fighting infectious diseases and work to give new families a healthier start. I'm incredibly proud of our efforts, not just in these areas but in all endeavors that we undertake in pursuit of our mission.

Last year, I had the pleasure of sharing our company's new ESG goals. I'm glad to say that, since then, we've taken meaningful steps to hold ourselves accountable and ensure that we are making progress towards these objectives. In 2022, we've continued to strategically bolster our ESG program and strengthen our underlying commitments to social equality and environmental sustainability. For example, we signed on to the United Nations Global Compact, the world's largest corporate sustainability initiative, and we committed to adjusting our goals within 24 months to align with recently updated guidance from the Science Based Targets Initiative (SBTi). To this end, we now intend to reduce our carbon emissions by 50.4% by 2032 and are currently evaluating our reduction strategies to ensure this goal is met.

Moreover, going forward, progress associated with specific ESG topics will continue to be included in discretionary performance evaluations for all named executive officers. You can read about some of our latest initiatives, including our creation of new policies and the appointment of executive ESG leadership, in this report.

Additionally, I encourage you to visit our new [ESG website](#), where you can stay up to date with our latest ESG news and disclosures.

PerkinElmer announced earlier this year that we intend to divest our Analytical and Enterprise Solutions business to New Mountain Capital, thereby forming two separate standalone companies – the other focused on Life Sciences & Diagnostics. While this will be a significant change for all of us, I have no doubt that both organizations will carry with them the same passion for science and commitment to improving life that has united us for years. Until this transformation is complete, PerkinElmer will continue to operate as we always have, by tirelessly leveraging our unique combination of expertise and resources to identify and address the most significant health challenges, wherever they may be.

In closing, I would like to thank our 16,000+ employees for their continued dedication to making our world a healthier, more humanitarian and sustainable place. Our shared journey has taught us many lessons, the most important being that, together, we can draw on the resources and partnerships available to us to drive positive change on a global scale. With sufficient oversight and the proper systems in place, our collective efforts will help ensure the long-term sustainability of our business, our local communities and our environment.

Regards,

A stylized, handwritten signature in blue ink, consisting of several vertical strokes and a horizontal base.

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

About PerkinElmer

PerkinElmer is a global, 5 billion (revenue in USD) 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 more than 16,000 employees is passionate about helping these customers work to create healthier families, improve the quality of life and sustain the well-being of people worldwide.

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 PHILOSOPHY

PerkinElmer's commitment to creating better health outcomes for all is the foundation upon which our company operates. For more than 85 years, our passion for discovery, exploration and scientific innovation has driven us to break new ground in our quest to improve life around the globe. Both the world and our company have evolved significantly since the time of our founding, but our core philosophy remains unchanged.

Everything we do at PerkinElmer – from the solutions we create, to the initiatives we support and the partnerships we form – is rooted in our mission of innovating for a healthier world. We are at the forefront of scientific innovation, helping tackle the most critical issues facing science and healthcare across the globe. Our advanced genomics and diagnostic solutions are used worldwide to screen for rare diseases and catch potential problems as early as possible. From maternal to fetal health, we're helping develop technologies and treatments that identify and address risks to ensure safer, healthier families. We're also supporting drug and disease research with imaging and automation solutions across the entire lab workflow to accelerate discovery and give time back to scientists. Additionally, our cutting-edge detection technologies test the quality and safety of the environment and our global food supply to help protect the health of our planet and its people.

Equally as important as our products and services are the means by which we produce them. For this reason, we pay close attention to the impacts of our operations on local communities. Mitigating harmful effects on the environment and promoting fair treatment of all people are vital to our goals as a company.

Our commitment to improving lives through innovation continues to motivate and challenge us to push the boundaries of what was once considered impossible. PerkinElmer's mission is not just our purpose, but also the guiding lens through which we identify and confront the most pressing health issues. This objective cannot be fully realized without the support of our partners, suppliers, governments, communities, customers, and our passionate employees. That's why we're working to further shape our culture into one that embraces transparency, innovation and collaboration among all stakeholders. Guided by our core philosophy, we'll continue working toward better healthcare outcomes for all people.



OUR SUSTAINABILITY COMMITMENT

We aim 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. By monitoring our social and environmental impacts and making improvements to our operations, we continue to support the long-term sustainability of our business, society at large and our planet.

PerkinElmer tracks and annually reports key ESG data, including company water usage and carbon emissions to CDP (formerly known as the Carbon Disclosure Project) as well as further sustainability data to the Sustainability Accounting Standards Board (SASB). Additionally, we now provide enhanced diversity metrics, including EEO-1 data for our U.S. employees.

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 generations 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

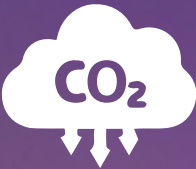
Over the last year, we’ve taken a number of steps as a company to further advance our ESG strategy.

We’ve doubled down on our commitments by:

- Increasing our reduction target for Scope 1 and 2 emissions to 50.4% by 2032, in accordance with recently updated guidance from the Science Based Targets Initiative (SBTi). SBTi is a coalition which provides companies with guidance and a framework set of targets to combat climate change. We expect our newly revised target to be aligned with SBTi guidelines
- Conducting a formal materiality assessment to gauge the value and relative importance of ESG topics to employees, Company leaders, customers and investors. Materiality is critical to understanding and engaging stakeholders regarding ESG issues at PerkinElmer. It is the goal of PerkinElmer to utilize the results of this assessment to focus, prioritize, and set goals for our future ESG journey
- Empowering a Senior VP-level Head of ESG with supporting resources who is responsible for helping align our ESG strategy with the latest industry best practices, overseeing updates to relevant programs and policies, performing key reporting and data tracking, and driving sustainability-related initiatives across our sites and products
- Signing on to the United Nations Global Compact. We’re proud to announce that this year, we’ve officially joined the UN’s international pact which encourages companies to adopt policies that are both sustainable and socially responsible regarding the areas of labor, human rights, corruption and the environment
- Launching a specialized, external website dedicated to ESG at PerkinElmer (esg.perkinelmer.com). This unique site features enhanced disclosures for employees, investors and customers. It highlights our sustainability metrics, progress on social and environmental initiatives and the latest news regarding ESG at PerkinElmer
- Continuing to include specific ESG-related goals in performance evaluations as part of individual incentive compensation for all named executive officers
- Further engaging our employees around the world in our sustainability efforts via a new internal ESG website. This employee-centered website houses resources that can assist in better understanding and communicating PerkinElmer’s ESG program, our commitments, upcoming initiatives, as well as our goals and progress we’ve made to date
- Proactively increasing our outreach to various third-party ESG-focused rating agencies to better respond to inquiries and appropriately share the progress we are making on our ESG journey. As a result of our improvements and outreach efforts, in 2022, PerkinElmer saw its MSCI rating increase from “BBB” to “A”. We have seen additional improvements with various other rating agency firms, however, licensing requirements prevent us from specifically sharing this progress publicly

Our ESG Goals

Last year, we established key goals to better serve the environment and our people. This year, PerkinElmer has chosen to increase our commitments to ensure our emission reduction goals align with current climate change science.



Reach net carbon neutrality by 2040 and 50.4% reduction of Scope 1 and 2 Emissions by 2032

- We've raised our target from our previous goal of a 30% reduction by 2030 to align with the latest guidance from the Science Based Targets Initiative (SBTi)



Increase female representation in leadership positions to 40% by 2025

- 34% of leaders currently at PerkinElmer are female
- 40% of open leadership roles were filled by women in 2021



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

- 79% satisfaction on our last People Experience survey
- 14.2% voluntary turnover compared to industry benchmark of 16.8%
- We've introduced exit surveys to better identify and act on employee feedback



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

- We are currently evaluating our data collection methods to more accurately account for progress and are in the process of establishing a comprehensive baseline





In 2022, a formal materiality assessment was completed gauging the value and relative importance of ESG topics to employees, Company leaders, customers, and PerkinElmer investors. Results of our materiality assessment are displayed in the matrix. By comparing the ESG priorities of our customers and investors to those of our internal stakeholders, we are able to better focus our strategies and consider material issues to develop potential targets and future goals.

Stakeholder Engagement

We're proud of the work we continue to put in to drive our mission and create better outcomes around the world. But this would not be possible without our robust network of partners and collaborators.

By cooperating alongside government officials, third party organizations, customers and suppliers, we continue to focus our efforts and drive meaningful change within the most critical areas. Here are just a few examples of the ways we've engaged with stakeholders to identify key challenges facing our world and explored opportunities to make a difference.



Stakeholder Engagement

World Health Assembly

Our Senior Director of Government Affairs, EMEAI, attended the 75th World Health Assembly (WHA) in Geneva earlier this year. There she took part in discussions on global health priorities including pandemic preparedness, addressing infectious diseases, and building resilient healthcare infrastructure. The theme of this year's Assembly was "Health for Peace, Peace for Health."

WHA Side Events

During this year's WHA, PerkinElmer hosted two side events, bringing together thought leaders, policy makers, patients, NGO's, clinicians, academics, health professionals and the private sector to discuss policy actions and recommendations to improve health outcomes worldwide.

- Key Infectious Disease Threats: Experts from organizations around the world discussed key takeaways from the COVID-19 pandemic response and lessons for handling future disease outbreaks. The event was moderated by PerkinElmer's Regional Segment Leader for Genomics, and featured opening remarks from the Managing Director of Specialty Diagnostics at PerkinElmer.
- Maternal, Newborn and Child Health: In this event moderated by PerkinElmer's Global Business Director and Global Business Manager, speakers from governments, hospitals and universities gathered to discuss current challenges regarding maternal, newborn and child health. The Company's general manager for the EMEAI region delivered opening remarks.

UAE Ministry of Health and Prevention

In June, PerkinElmer was honored to welcome and host a delegation from the United Arab Emirates (UAE) Ministry of Health and Prevention, led by His Excellency, the Assistant Undersecretary of Public Health Policy and Licensing Sector, Dr. Amin Al Ameer, MSc, PhD. The delegation met with members of our leadership team to discuss collaborative opportunities to further promote research and innovative solutions and strengthen UAE's position as a regional research hub. The three-day visit included presentations of PerkinElmer's complete range of cutting-edge technologies and innovative solutions that help optimize health outcomes. With our EUROIMMUN and Oxford Immunotec teams already present and servicing the Middle East, PerkinElmer is committed to further growing our relationships with local governments in the region to help foster healthier communities.

Environmental

Carbon

PerkinElmer currently measures Scope 1 and Scope 2 carbon emissions from over 25 of our largest facilities worldwide which are believed to account for a significant majority of the total emissions generated by the Company. We are continuously working to expand the scope of analysis to additional sites in the future. In 2021, Scope 1 and 2 emissions at PerkinElmer increased by 8%, driven by increases in employees’ travel and return to in-person work following the pandemic. Increased manufacturing levels also had an impact as PerkinElmer experienced over 20% organic revenue growth in 2021.

Environmental

Reducing our environmental impact and promoting the sustainability of our planet are key aspects of our mission of innovating for a healthier world. As we continue to advance our ESG strategy, we are constantly seeking out new ways to further infuse environmental sustainability into our products, services and operations. Each year, we disclose environmental metrics including carbon emissions and water usage to the international organization CDP (formerly known as Carbon Disclosure Project).



Carbon

PerkinElmer strives to deliver reductions in our direct and indirect emission sources via improved sustainable practices, service delivery tactics, and use of technology and science. Utilizing best practices across sites allows idea sharing and empowers employees to use their expertise to discover and imagine new and sustainable ways to do business. Our reduction goals are commitments to both our stakeholders and shareholders, and PerkinElmer is driving these reductions from executive level oversight and employee engagement through our manufacturing facilities.

We also track our staff’s travel-based carbon footprint through CDP, as being cognizant of our environment impact is the first step in taking action to offset this impact by identifying process efficiencies to reduce or negate emissions where possible.

Environmental Carbon

The environmental statistics provided represent the most current data available to the Company at the time of publication. Data is currently collected from our largest and most significant manufacturing sites and is not inclusive of all company facilities. We estimate that the included sites represent the majority of our environmental footprint. We will continue to expand our analysis to include more of our sites in the future.

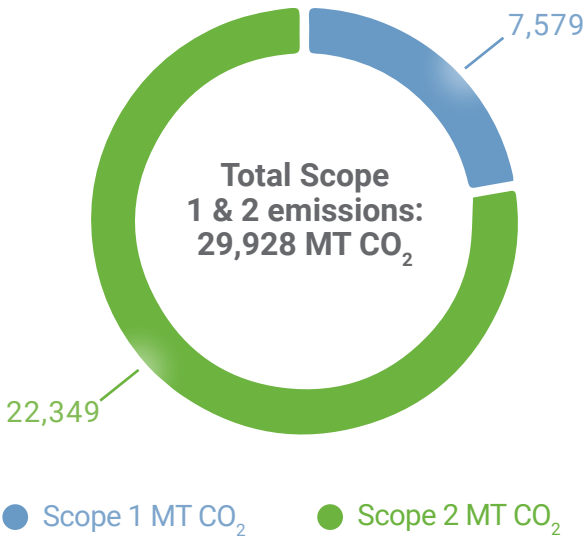
Recent examples of initiatives to reduce CO₂ emissions at PerkinElmer include:



Cutting Emissions with Cardboard: At our Boulder, CO site, our Green Team worked throughout the year to identify and implement more sustainable actions. A major accomplishment this year was transitioning ~50% of the site’s cold shipping containers to 100% recyclable materials, preventing roughly 50 cubic meters of polystyrene waste from entering landfills per year. Polystyrene manufacturing has an emissions impact of 2,970 CO₂e/ton, compared to cardboard at 890 CO₂e/ton. We are looking to implement similar actions at our other facilities globally in 2023.



Charging EVs: To reduce CO₂ emissions from employee-related travel, we’ve recently installed numerous electric vehicle (EV) charging stations at our sites in Winschoten and Groningen in the Netherlands in addition to our EV charging stations at our global headquarters in Waltham, MA.



	2020	2021
Overall MT CO ₂ (Scope 1 and 2)	27,774	29,928
Intensity (CO ₂ /\$1M revenue)	7.3	5.9

Environmental Water

At our sites worldwide, PerkinElmer consistently seeks out ways to reduce our water usage. We take part annually in CDP Water Reporting whereby we disclose PerkinElmer’s water consumption and management. Most of the water we use at our global facilities is sourced from public suppliers, and our wastewater is handled by publicly owned treatment facilities. In 2021, our total water usage decreased by 16% driven by process changes, improvements in monitoring water usage, and conservation opportunities.

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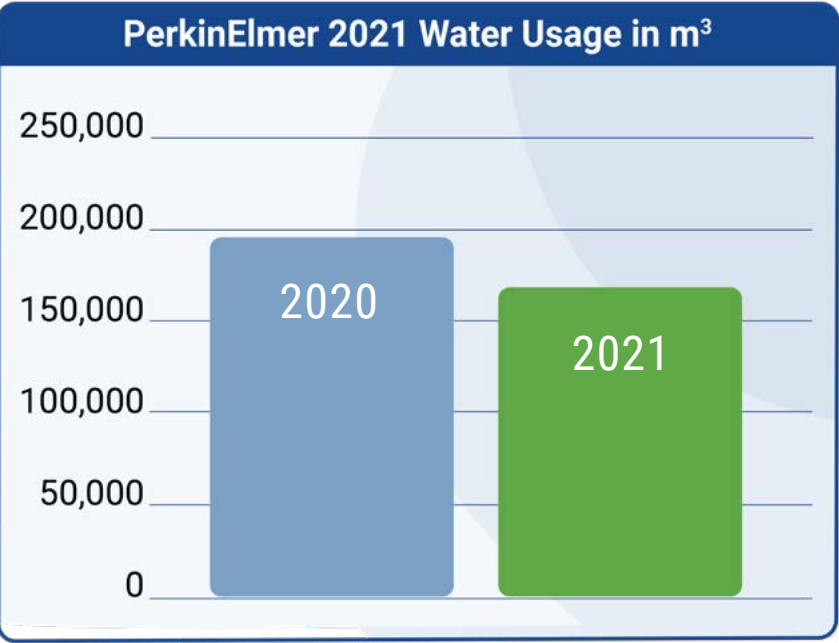
Water



Collecting Rainwater: In the Netherlands, PerkinElmer partnered with the local municipal government to reuse rainwater in bathrooms and in economically friendly cooling. Following recent expansions, we now have 4 x 10.000L rainwater collection tanks buried underground on-site to support the site.



Monitoring Water Usage: To reduce water consumption, our Cisbio team in France now utilizes a monitoring plan throughout its facilities. These actions began with the installation of submeters located throughout the site. This allows the facility to quickly react and helps in outlining an action plan for additional savings. Another high-impact operation was the replacement of cold room compressors that were cooled by wastewater with direct expansion systems. These changes reduced local water consumption by over 10,000 m³ from 2020 to 2021.



	2020	2021	Year-Over-Year Change
Water Usage in m³	196,395	165,749	-16%

Environmental *Electricity*

Driving energy reduction is critical to PerkinElmer to enable our ambitious CO₂ emission reduction goals. In 2021, our total electricity usage increased by 5%. Consumption of electricity derived from renewable sources increased by 18%, raising the percentage of renewable energy consumption to 14% of the Company’s overall electricity usage. Our net kWh electrical consumption increased by 3.3%.

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Electricity

Total Electricity Usage (kWh)			
	2020	2021	Year-Over-Year Change
Total kWh	63,471,800	66,738,151	5%
Renewable kWh	8,151,135	9,588,938	18%
Renewable %	13%	14%	1.5%
Net kWh	55,320,665	57,149,213	3%



Investing in Renewables: Many of our facilities including those in San Diego, CA; Shelton, CT; Groningen Netherlands; Horizon Cambridge, UK; Milan, Italy; Turku, Finland; and Llantrisant, UK produce or directly purchase renewable energy to power their operations.



Leveraging the Power of the Sun: Sites in Shelton, CT, and San Diego, CA have recently installed significant on-site solar energy projects. The performance of our solar arrays in San Diego can be observed [here](#).



Saving Energy with IT: Our IT departments have saved more than 96,000 kWh of power in the past year through a combination of consolidating and retiring old hardware and replacing existing infrastructure with more energy efficient alternatives including virtualization.

Environmental

Hazardous Waste

Our manufacturing and laboratory facilities generate a variety of waste, some of which is classified as hazardous by local and national regulations. During 2021, our hazardous waste volumes increased by 4%, due to increased production. However, on a revenue intensity basis, our generation of hazardous waste decreased by 21% compared to 2020. All waste generated by our facilities is properly disposed of according to appropriate jurisdictions.

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Hazardous Waste



Optimizing Processes to Reduce Waste: In Boulder, CO a process change in 200g amidite synthesis has resulted in a reduction in waste from 68.5 liters to 25.5 liters per synthesis. Not only has this change reduced waste generation and reagent usage, but it has also removed silica hazardous waste from the standard procedure.



	2020	2021	Year-Over-Year Change
Hazardous Waste in kg	282,334	293,040	+4%
Intensity (Haz. Waste kgs/ \$1M revenue)	75	59	-21%

Environmental *Sustainable Innovation*

By incorporating a focus on sustainability from the earliest stages of research and development, we aim to reduce the environmental impacts of our operations while also helping enable our customers to reach their sustainability targets.

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Sustainable Innovation



As we develop new solutions, we include sustainable considerations toward objectives such as minimizing solvent and gas usage, reducing hazardous waste, and optimizing energy usage. We also look to reduce product maintenance while accelerating speed-to-market and extending instrument lifetimes to lessen the amount of labor and waste associated with development and instrument disposal. To better understand opportunities to create more sustainable solutions, we have begun identifying key staff members to enroll in training from My Green Lab, a nonprofit organization that encourages scientists to infuse sustainability into their labs’ operations.

At some of our key sites, we are currently partnering with our suppliers and our operations teams to drive improvements across the product lifecycle, from the acquisition of raw materials to the disassembly and disposal of our products. We plan to increase our efforts in this area moving forward by identifying best practices in manufacturing and disposal and sharing our findings internally between sites. For example, we have seen success at some of our sites in converting to more sustainable packaging for products. We intend to expand this initiative to more of our sites in 2023.

Social

At PerkinElmer, we understand how important and intertwined the work we do is to our people and our communities around the globe. Our aim is to foster a culture of collaboration, engagement, innovation, and inclusion, and ensure our employees are supported with the resources needed to assist with their professional and personal growth, while enabling them to work as their best selves. All team members are encouraged to play an active role in creating an inclusive workforce and giving back to their communities on their own, as well as through company-sponsored volunteer events like our annual PerkinElmer Impact Day.

Our areas of focus include:

- Promoting equitable treatment and proportionate opportunities to all employees within the company
- Supporting the health and well-being of our employees
- Providing flexible work options, especially in times of crisis and/or when travel is restricted
- Offering educational resources in the areas of Diversity, Equity & Inclusion (DEI)

Policy Updates

We continuously aim to strengthen PerkinElmer’s company policies so they accurately reflect our commitment to our people and the communities we serve. This year, we established new policies outlining PerkinElmer’s firm stances on discrimination, human rights, and fair labor, which can be accessed on our [ESG website](#).



SOCIAL

Impact Day 2022

Impact Day 2022

Every year, we set aside one day for employees to focus on creating lasting, positive change in their local communities. This year’s theme, Championing Change, encouraged employees to step forward as leaders in finding new, impactful ways to make a difference. The following are just some of the ways our dedicated team members made an impact this year:



Colleagues in **Chile** brought out their tools and paintbrushes to tidy up and repair outdoor furniture at a local retirement home.



In **Sweden**, employees disassembled unusable equipment for scrap metal, which was then sorted and sold to generate funds for Ukrainian refugees.



In **Italy**, employees donned their aprons for the day to prepare and serve meals for those less fortunate at a local food bank.



Despite inclement weather, employees in **Taiwan** spent the day in a local forest removing invasive plants that were detrimental to the local ecosystem.



Colleagues in **California** spent Impact Day packaging boxes of fresh produce to be distributed to a local food bank.



In **Australia**, employees assembled care packages with toys and craft kits for children with cancer in collaboration with the Koala Kids Foundation.

SOCIAL
Volunteerism

Partnerships and Sponsorships

Volunteerism

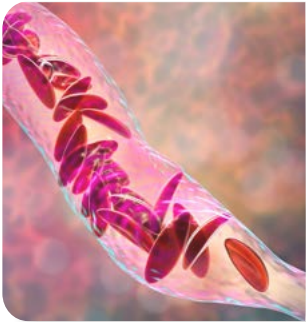


March for Babies: Employees and their families participated in the Western and Central Pennsylvania March for Babies event in Pittsburgh in April. The event raised over \$700,000 to support research efforts, programs, and other education and advocacy initiatives that improve maternal and infant health across the United States.



PerkinElmer Genomics’ Day of Caring: During the 2022 Annual Clinical Genetics Meeting held in March in Nashville, Tennessee, PerkinElmer Genomics supported the ACMG Foundation’s annual “Day of Caring” event, which benefits children in the local area who are born with genetic conditions by providing them with specially adapted bicycles and helmets. This event was organized in collaboration with the Nashville chapters of The Kennedy Ladd Foundation, which supports families affected by Hurler syndrome (MPS1), and the Angelman Syndrome Foundation, which provides support and resources to families impacted by Angelman syndrome.

Partnerships and Sponsorships



Sickle Cell Disease Collaboration with Novartis: In 2019, the Novartis Africa Sickle Cell Disease (SCD) program was launched in Ghana to serve as an end-to-end effort encompassing SCD screening, diagnosis, treatment, education, research, and advocacy. Today, this unique program has been expanded to Uganda, Tanzania, Kenya, and Zambia, with plans to reach a total of 10 countries. Among our Company’s varied contributions to the program, PerkinElmer will work toward strengthening existing SCD programs by providing training, consultations, support, and related services to health care professionals and lab technicians across participating countries in sub-Saharan Africa. We’re also helping to establish new lab facilities to build greater capacity for SCD screening in participating countries.



Newborn Screening World View: This year, PerkinElmer hosted an international summit from June 28- 30 to explore new approaches and novel technologies in newborn screening. Organized around the theme of “Learn, Share & Develop,” the Newborn Screening World View event featured more than 20 presentations from participants across 11 countries. Topics included best practices for overcoming common challenges in newborn screening; expert advice on optimizing workflow efficiencies, throughput, and accuracy; opportunities to expand newborn screening panels; and novel technologies such as next generation sequencing applied for newborn screening.

SOCIAL
Philanthropy

Philanthropy

As a global corporation, we recognize and appreciate our ability to help enact positive change around the world. Each year, we donate thousands of dollars to the Red Cross to assist communities devastated by earthquakes, hurricanes, and other natural disasters.



Charitable Match Program: Our Charitable Match Giving Program allows PerkinElmer to support causes that are near and dear to our employees by matching financial contributions to approved charitable organizations. Since starting this program in 2021, nearly 800 employees have participated, resulting in more than \$100,000 in donations matched by PerkinElmer.



Supporting Humanitarian Efforts in Ukraine: To help address the humanitarian needs caused by the conflict in Ukraine, PerkinElmer donated \$250,000 to the Red Cross in direct support of relief efforts for those impacted. Additionally, we shared several resources with our employees to help them find ways to provide further humanitarian assistance to the people of Ukraine.



Donating to Youth Patients: Members of our EUROIMMUN team in Germany donated funds to a local clinic specializing in care for children and young adults suffering from mental illness. These funds were used to establish a media workshop at the facility. Additionally, our sales team donated additional funds in 2020 to help furnish a courtyard that will host engaging group activities for patients at the facility.

SOCIAL

Diversity, Equity & Inclusion

Diversity, Equity & Inclusion

PerkinElmer is committed to Diversity, Equity & Inclusion (DEI), and we feel strongly that our mission to create a better world would not be possible without the unique perspectives and diverse experiences of our employees. We believe that our ability to operate in a multicultural setting is fundamental to our sustainability and success as a global corporate citizen. Regardless of race, national origin, religion, age, disability, veteran status, gender, or sexual orientation, we aim to ensure that all employees feel valued and embraced, and that our corporate leadership team is committed to gender balance and diversity at all levels of management.



Unconscious Bias Training: We offer tools that enable our employees to identify, address, and/or resolve issues related to unconscious biases. Our online Unconscious Bias training course teaches employees how to better recognize and overcome these biases. We also offer targeted group workshops for HR team members, leaders, and direct supporters of DEI work so that we empower our leaders and managers to go from “awareness to action” and model an inclusive workplace. All people managers are required to complete Unconscious Bias training starting this year. In 2022, over 70% of people managers have completed this training, which will be available to all employees throughout 2023.

Pay Equity: To analyze wages and diagnose and address pay inequities, we implemented an internal pay equity review processes into our annual global salary review cycle, and have taken additional action in specific countries, as needed. For example, to increase transparency for employees in the UK, we published our first Gender Pay Gap Report , which can be found on our corporate website. We also conducted an assessment of pay practices in the U.S. in 2022 to further our commitment in maintaining pay equity in similar job functions based on gender.

Employee Benefits: Our objective is to evaluate and adjust benefits policies through the lens of equity. In 2023, we intend to conduct a thorough review and benchmark of our U.S. benefits offerings to identify competitive gaps and concerns related to health disparities. The findings of our review will be reflected in our 2024 benefit plan offerings and phased in over time.

U.S. EEO-1 Data: PerkinElmer is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability status, age, or veteran status or any other characteristics protected by applicable law. PerkinElmer is committed to a culturally diverse workforce. Our consolidated EEO-1 report can be found on our [ESG website](#) under the “Diversity” section.

SOCIAL

Diversity, Equity
& Inclusion

Cultural Holidays and Heritage Celebrations: We celebrate our employees’ diverse backgrounds, and the unique value they bring, through our everyday interactions, as well as by recognizing and honoring several regional and global holidays.



Chinese New Year: In honor of the Chinese New Year, Zhu Bing, VP and GM Commercial in China, wrote to employees on the significance of the holiday (also known as Spring Festival) as a time of family reunions and traditional celebration. In the Chinese Zodiac, 2022 is the year of the Tiger.

“There are many auspicious words associated with the tiger, like 虎 (awe-inspiring), 龙腾虎跃 (hustle and energetic), 龙虎精神 (vigorous and active) which truly echo our wishes for the new year – be confident and energetic, be bold and think big”
– Zhu Bing, VP and GM Commercial in China



Black History Month: To celebrate Black History Month, Nordia Ashbourne-Ewart, OneSource Service Manager, shared her personal sentiments surrounding the event and the importance of developing a culture of belonging and one that embraces diversity and inclusion.

“During Black History Month, let’s all make a commitment to continue to promote and inspire a culture of belonging by embracing diversity and inclusion. Our world is ever changing, so let’s show a greater appreciation for what humans can accomplish through our diversity and place less emphasis on the color of our skin” – Nordia Ashbourne-Ewart, OneSource Service Manager



International Women’s Day: This year, employees lent their voices to worldwide celebrations of International Women’s Day by sharing ways in which they are helping to #BreaktheBias. Colleagues also participated in several activities and took advantage of educational resources designed to support and honor the many incredible women in our global PerkinElmer community.

“Throughout history, women have accomplished incredible feats. I know that at times we feel this pressure from society, our colleagues, and even our families to be small, to be quiet. I say we #breakthebias and change the status quo”
– Ashley Watson, Senior Field Marketer and Customer Communications, OneSource



Pride Month: At PerkinElmer, Pride Month is a time to reinforce our commitment of creating an open and inclusive workplace that helps to increase awareness and education around important LGBTQ+ experiences. This year, we provided employees with educational resources and promoted messages from leaders and employees on the significance of Pride and what it means to them.

“Together, I know we can do the right thing and make PerkinElmer a place where everyone is valued, respected, and heard—not only in June, but throughout the entire year” – Magali Four, SVP, Chief People & Culture Officer



European Diversity Month: To celebrate European Diversity Month, we established a forum for employees to share ideas, customs from their cultures and learn from one another’s unique perspectives. This year’s theme was “Building Bridges.”

SOCIAL

*Employee
Resource Groups*

Employee Resource Groups



Inclusion Board and Inclusion Champions: In addition to our dedicated DEI team, our Inclusion Board and team of over 120 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.

Employee Resource Groups (ERGs): PerkinElmer’s Women’s Forum is an ERG dedicated to empowering female employees to advance their careers and leadership potential by connecting them with others in the organization to share ideas and resources that will help them thrive. Current members of the Women’s Forum include more than 350 employees across all regions. We look forward to creating additional ERGs with specific focus areas to further support our employees worldwide, including three new ERGs in 2022:

Able@PKI empowering employees with disabilities | **Juntos@PKI** empowering our Hispanic community | **Veterans@PKI** celebrating our armed forces

Employee Networking Groups (ENGs): As we aim to bring a sense of community to our remote or hybrid workforce, we have opened a number of networking groups designed to bring our people together around their shared interests. To this end, we’ve created groups geared toward parents, animal lovers, travelers, and food enthusiasts.

SOCIAL
Worker Safety

Training and Education

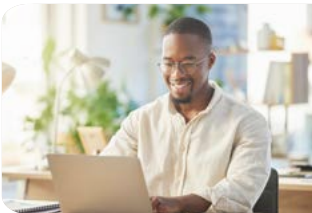
Worker Safety

We pride ourselves on providing employees and contractors with the equipment and knowledge necessary to conduct their work safely and in accordance with all relevant regulations and best practices. In 2021, there were zero instances of work-related fatalities among employees or contractors at PerkinElmer.

Training and Education



Anytime Learning: PerkinElmer’s 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.



Inclusion Board DEI Training: Through our Anytime Learning portal, employees can access educational resources on diversity, equity and inclusion, including training modules and expert presentations covering issues such as unconscious bias, microaggressions and the benefits of having a diverse, respectful workspace.



MyLearning/LMS: MyLearning is our 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.



Talent Flow for PerkinElmer Managers: Serving as our central point of information for all people managers, our Talent Flow MS Teams channel provides managers with reference materials related to managing the employee lifecycle and offers live training opportunities to discuss relevant and timely leadership capabilities.

SOCIAL

Professional Development

Professional Development

PerkinElmer is committed to ensuring that our employees have access to resources that will assist in developing their professional skillsets, while offering guidance as they continue their career journeys. In addition to our learning resources, our annual performance review and goal-setting process focuses on providing employees with constructive and actionable feedback and encourages them to create and achieve meaningful professional development goals.



360 Feedback: This companywide process enables employees to receive confidential, anonymous feedback from the people who work around them. Alignment to core leadership capabilities and our Core Values are assessed, and the reports are used as a development tool to help raise awareness on how an employee is perceived from multiple angles.



Leadership Academy: Our PerkinElmer Leadership Academy provides employees access to programs and presentations designed to instill the knowledge and skills necessary to effectively lead others and accelerate both strategy and business results. The programs offered are customized for a variety of audiences, ranging from individual contributors aspiring to become people managers to new managers seeking to learn the fundamentals and experienced managers looking to inspire their teams. Learners can engage in live cohorts or participate virtually in a self-paced format.



BetterUp™ Coaching: We partner with BetterUp™ to help our employees access highly personalized professional development sessions with coaches that suit their unique skillsets and development goals. We have extended the program to more than 50 leaders, as well as nearly 300 future or current leaders.



MyCareer Journey: PerkinElmer’s internal mobility program, MyCareer Journey, empowers employees to explore the many different careers options available to them within the company. A foundational component of this program is MyCareer Marketplace, a virtual platform through which employees can obtain visibility into career opportunities within the organization.

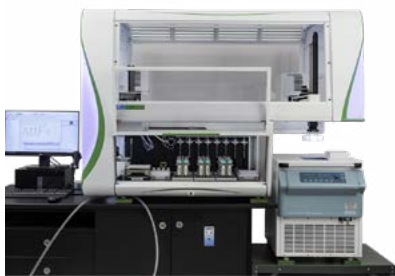
SOCIAL

*Collaboration
and Innovation*

Fostering Feedback

A Culture of Collaboration and Innovation

Our goal of innovating for a healthier world is only achievable in an environment that fosters collaboration and innovation between all stakeholders. To that end, teams around the world are dedicated to working alongside clients, governments, and research organizations to deliver meaningful breakthroughs and discoveries. By leveraging our unique and robust network of subject matter experts across functions, we can fully utilize their collective knowledge and experience to develop groundbreaking solutions and optimize processes for better outcomes and greater long-term sustainability.



Last year, we welcomed Oxford Immunotec, a global diagnostics company focused on T cell tests, to the PerkinElmer family. One area of focus for Oxford Immunotec is the development of an automated workflow for latent tuberculosis testing. This year, they began leveraging the PerkinElmer JANUS® G3 automated liquid handling workstations as part of their processes, dramatically improving workflows and improving value through the product and service ecosystem. This achievement would not have been possible without the collaboration and hard work from our colleagues across product management, commercial, service, finance, customer operations, and fulfillment, as well as logistics.

Fostering Feedback

PerkinElmer People Experience Survey: We believe that our success is contingent on the satisfaction and engagement of our employees, which is why in October of 2021, we conducted a People Experience Survey of our employees. The survey was completed by 77% of employees and helped us gauge their attitudes toward the company and their work, with results indicating an average engagement score of 7.8 on a 1-10 scale. After analyzing the results, PerkinElmer leaders shared videos on our internal People Experience Survey website in which they thanked employees for their contributions and discussed key takeaways and areas of focus for the company. We look forward to conducting our next survey and gathering additional information that will assist us in further improving employee satisfaction and engagement.



SOCIAL

Inspiring the Next Generation of Scientists

We understand that our mission does not end with us. Just as important as the work we do today is the work that future generations will undertake to face the challenges of an evolving world. By fostering a passion for science and empowering the researchers, engineers, and mathematicians of tomorrow, we hope to prepare and encourage them to pick up the torch and continue innovating for a healthier world.

Inspiring the Next Generation of Scientists



Touring Our Mobile Innovation Lab: This May, our Mobile Innovation Lab team had the pleasure of giving back to the community by welcoming high school students from Massachusetts for a morning of “hands-on” science. At the rolling lab, students had the opportunity to speak with our experts and experience PerkinElmer food, applied, and life sciences technologies. The teenagers also learned about the many different career paths available within science, as well as some of the ways today’s scientists are conducting better, faster research to support the quality and safety of our global food chain, protect our environment, and get new drugs to market faster.



Sponsoring the Northeastern Association of Forensic Scientists: At the end of 2021, we sponsored the Peter R. De Forest Student Research Competition at the Northeastern Association of Forensic Scientists (NEAFS) event. This competition honors the best forensic science oral presentations from undergraduate and graduate students.



Contributing to the Science Club for Girls: This past spring, we contributed a monetary donation to the Science Club for Girls, in support of women in science, technology, engineering, and math (STEM). The Science Club for Girls is a Boston-based nonprofit that provides free, mentor-led programming to girls in underrepresented communities to introduce them to STEM at a young age—when they are most curious and increase the opportunities available to them in this historically male-driven field.



Supporting STEM Education in China : This October, PerkinElmer donated funds to establish a Young Teachers’ Scholarship at the East China University of Science and Technology to support technological innovation for young scientists. With this donation, we hope to encourage talent exchange, translational research and industry integration at the University.

SOCIAL

Empowering Our Women in Science

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



Lee Marotta, principal product line leader in Applied Markets, has decades of experience in gas chromatography and has collaborated with groups like the Environmental Protection Agency (EPA) and the U.S. Navy on projects meant to sustain the health of both people and our planet.

"What I enjoy most about my job is that it pulls me away from the bench and encourages me to learn the intricacies of our customers' needs and requirements. Every scientist knows that solutions don't come easy, but they're certainly worth the chase."



Mehrnaz Sarrafzadeh, associate product leader, collaborates alongside her fellow experts to go above-and-beyond in tackling new challenges facing her industry.

"I am excited to be part of a team of experts that develop and implement innovative and advanced mass spectrometry-based solutions to overcome the market challenges and to meet and exceed our customers' needs."



Tricia Knarr, global environmental health & safety manager for OneSource, draws motivation from her lifelong passion for science and discovery.

"I followed in my father's footsteps and pursued a degree in chemistry... after a childhood full of astronomy nights in middle school, home chemistry kits, and visits to the Franklin Institute."



Carola Schmidt, general manager of automated robotic solutions, has been working in the Life Science and Diagnostic field for over 30 years, improving processes by utilizing automation to enable laboratory experts to balance their time, knowledge, and expertise.

"I'm focusing on automation and process improvements to make life in the lab easier and let scientists focus on the things that really matter to them."

Governance

Our guiding business philosophy drives us to maintain sound corporate governance in accordance with our high standards of ethics and in compliance with the law. ESG strategy is now formally overseen by our Board’s Nominating and Governance Committee, which receives regular updates from our newly created Senior VP of ESG, a position held by one of our most senior executives. Companywide adherence to regulations and internal policies is monitored by our Compliance Committee, which receives reports from a diverse group of representatives across the Company. Additionally, our Board of Directors helps establish and maintain standards for employees, officers and directors in line with the procedures and principles described in our Corporate Governance Guidelines.

Expanding Our Board by Welcoming Its Newest Member

We’re excited to welcome our newest Board member, Dr. Michelle-McMurry Heath. A medical doctor and molecular immunologist by training, Dr. McMurry-Heath has previously served as CEO of the biotechnology industry advocacy firm, BIO, and as associate science director of the FDA’s Center for Devices and Radiological Health. With this new appointment and expansion of our Board of Directors, female representation on our Board is now over 30%.



Governance
*Board
Qualification
Matrix*

	Peter Barrett, PhD	Samuel R. Chapin	Sylvie Grégoire, PharmD	Michelle McMurry- Heath, PhD	Alexis P. Michas	Prahlad R. Singh, PhD	Michel Vounatsos	Frank Witney, PhD	Pascale Witz
Knowledge, Skills and Experience									
Strategic & Executive Leadership	•	•	•	•	•	•	•	•	•
CEO of Public Company	•					•	•	•	
Finance/Capital Markets	•	•			•		•		•
Investment Management	•	•			•			•	
Mergers and Acquisitions	•	•	•		•	•	•		
International Experience			•	•	•	•	•		•
Industry	•		•	•		•	•	•	•
Public Company Board Experience	•	•	•	•	•			•	•
Demographics									
Race/Ethnicity									
Black/African American				•					
Asian/Pacific Islander						•			
White/Caucasian	•	•	•		•		•	•	•
Hispanic/Latino									
Gender									
Male	•	•			•	•	•	•	
Female			•	•					•
Board Tenure									
Years	10	6	7	1	21	3	2	6	5

Governance

Executive Compensation

As part of our incentive compensation plans for named executive officers, each individual has specific ESG related goals and targets that are included as part of their overall annual performance evaluation.

Based on shareholder feedback, in 2022, we included a Total Shareholder Return (TSR) modifier as part of named executive officer incentive plan compensation in order to appropriately align our share price performance with that of our peers.

ESG Board Oversight

ESG oversight has now been added as a specific responsibility for our Board of Directors’ Nominating and Governance Committee to ensure appropriate interaction and involvement from our Board on these important topics.

Political Contributions

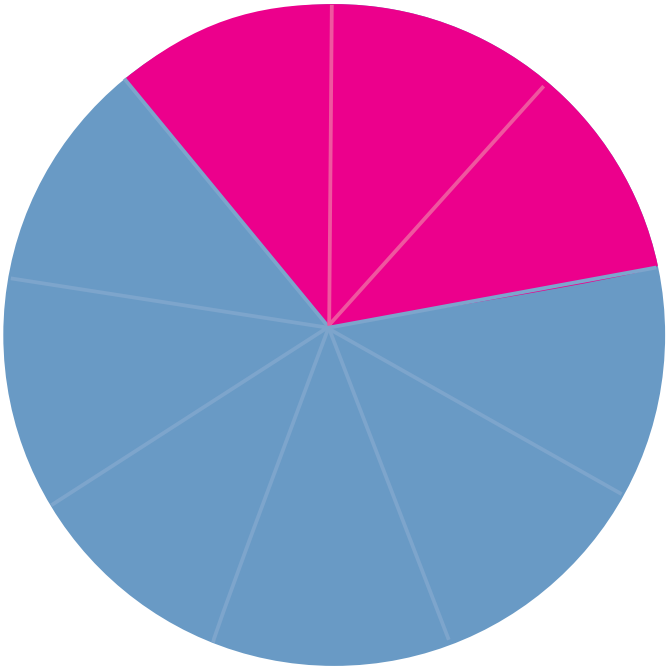
In line with our historical approach, PerkinElmer did not make any political contributions or donations in 2021.

Board Committee Composition

	Director Since	Audit Committee	Compensation & Benefits	Nominating & Corporate Governance
Alexis P. Michas	2001			
Peter Barrett, PhD	2012			
Samuel R. Chapin	2016			
Sylvie Grégoire, PharmD	2015			
Michel Vounatsos	2020			
Frank Witney, PhD	2016			
Pascale Witz	2017			
Prahlad Singh, PhD	2019			
Dr. Michelle McMurry-Heath	2022			

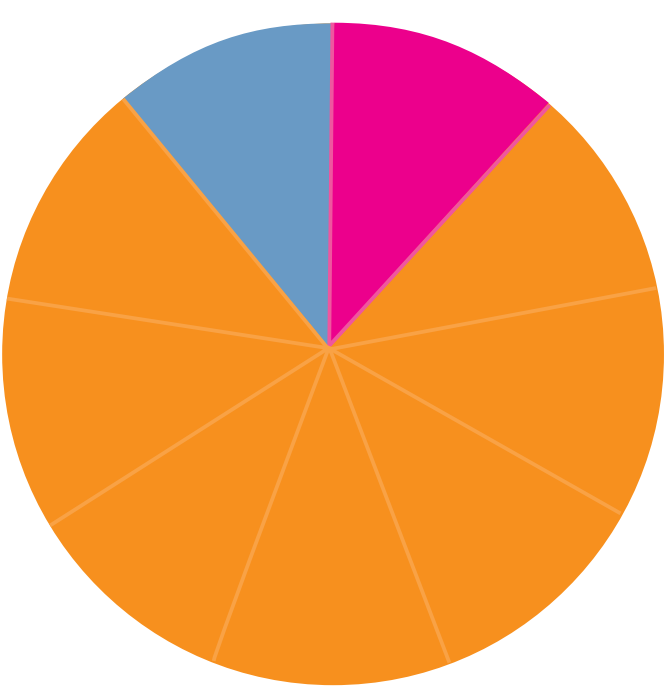
 Committee Chair  Committee Member

GENDER



6 Male | 3 Female

ETHNIC MAKEUP



7 Caucasian | 1 African American | 1 Asian/Pacific Islander

Governance
**Climate Change
Strategy**

**Environmental
Compliance**

Climate Change Strategy

Our climate change strategy is formed at the top levels of PerkinElmer’s corporate structure. Our Board of Directors and its Corporate Governance and Nominating Committee review the Company’s approach to ESG initiatives and policies, while our CEO is accountable for overall risk management with regard to 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 Senior VP, Investor Relations and Head of ESG.

The ESG Steering Committee oversees PerkinElmer’s assessment of risks and opportunities related to environmental sustainability and the impacts of our operations on local communities. The committee closely monitors risks to our supply chain, customer and investor expectations and infrastructural risks posed by climate change. This information is used to drive improvements to our policies and engage stakeholders in developing meaningful goals and strategies.

Our Global Operations team drives improvements to our management of PerkinElmer’s real estate footprint to reduce carbon emissions while exploring renewable energy opportunities. Global Operations also collaborates with our R&D and commercial teams to develop sustainable solutions that generate less waste in our products and processes.

Environmental Compliance

PerkinElmer is strongly committed to ensuring the health and well-being of our employees and providing customers with the information necessary to safely handle our products as we continue working to reduce our environmental impacts.

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.

Governance

***Risks &
Opportunities***

***Alignment with Industry
Standards***

Risks & Opportunities

PerkinElmer’s ESG Steering Committee monitors risks and opportunities associated with sustainability issues such as climate change. This Committee alongside our Board of Directors considers any matters that could materially impact the Company’s operations or its reputation with customers and others. We recently completed our first comprehensive materiality assessment to gauge the importance of specific ESG topics to our stakeholders and inform our strategies going forward.

Based on internal efforts to date, we have focused on topics including carbon emissions, energy management, solid waste reduction, talent management, diversity, equity and inclusion. 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 as well as the requirements and attitudes of our customers and investors relating to climate change. We use these determinants to assess reputational risk. PerkinElmer continues to experience a growing trend in which customers require us to communicate our climate-change management strategies as well as our goals and demonstrations of progress. This is also true of PerkinElmer’s investors and talent pool. Understanding and satisfying those expectations will help PerkinElmer remain competitive and grow market share.

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, we continue to communicate our ESG progress in accordance with SASB guidelines. You can find that index on page 43. As SASB is now being folded into the new International Sustainability Standards Board (ISSB), we will communicate our progress as outlined by ISSB in future ESG reports.

Additionally, we have increased our goals regarding reducing carbon emissions in order to align with Science Based Targets and the Science Based Target Initiative (SBTi, see “Our Sustainability Commitment”).

Governance
Business Ethics

Business Ethics

PerkinElmer does business directly or indirectly in nearly 200 countries, each of which has its own unique laws, customs, and business practices. Each one of our employees and business partners is required to conduct their affairs with absolute integrity and to have zero tolerance for corruption 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 annually complete a related course through our Learning Management System.

We communicate PerkinElmer’s standards for ethical and lawful business conduct to third parties through our Code of Business Conduct for Dealers and Agents, which summarizes the values and principles that PerkinElmer expects of those third parties as they conduct business relating to PerkinElmer.

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 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.

PerkinElmer Ethics Hotline

PerkinElmer maintains a hotline for reporting concerns regarding general ethics and compliance, including issues such as slavery and human trafficking. Additionally, employees have access to an internal hotline designed specifically for reporting inappropriate behavior in the workplace.

You can contact the
PerkinElmer Ethics Hotline:

VIA TELEPHONE

United States 866-723-0561

Outside of the US (+1) 781-663-6905

VIA EMAIL

ethics.hotline@perkinelmer.com

Governance

Product Governance

Product Governance

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 informs customers about the presence of Annex XIV substances in products and provides instruction about avoiding releases to the environment.

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.

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.

Governance
Radionuclides

Animal Testing

Supply Chain and Operations

Radionuclides

We manufacture research reagents used by scientists and researchers at universities and pharmaceutical and agricultural companies to study and ultimately improve human and environmental health. These reagents, some of which are radioactive, are like chemical flashlights that can offer insight into how diseases act and the efficacy of a drug on the disease or can demonstrate effectiveness of fertilizers on plants and the breakdown of pesticides into soil. Researchers utilize radioactive materials as opposed to fluorescence due to the tendency of fluorescent dyes to change the structure of the molecule, potentially impacting 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.

Animal Testing

We support the National Centre for the Replacement, Refinement and Reduction of Animals in Research in their goal of reducing the number of animals used in scientific experiments or studies. By leveraging our high-content screening solutions alongside our IVIS® in vivo imaging systems, we are able to provide more predictive drug screening results through imaging and analysis of 3D cell culture models. This enables us to maximize the information gathered per animal, reducing the total number of animal test subjects required to produce robust, reproducible findings. We continue to explore design and process improvements that assist in the replacement, refinement, and reduction of animals in research.

Supply Chain and Operations

Our ability to obtain high quality, competitively priced raw materials in a timely fashion is critical in developing innovative products and solutions for our customers. For this reason, we purchase chemicals, electronic components, metals, plastics, mechanical parts, and other materials from thousands of global suppliers in accordance with our SoBC.

In recent years, the Company has continued to invest 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 qualify acceptability for all suppliers and parts which we purchase into our factories and involve employees at all our suppliers whenever new products or parts are purchased or developed. In addition, we have regular employee training on product safety and quality control for all our employees.

Our Operational Excellence program includes a focus on Total Quality which deploys data analytics to drive actionable insights towards product quality performance. The Total Quality program also initiates new efforts around installation performance to bring customers online to their needs sooner and identifies early life instrument disruptions that we encounter when pushing boundaries of methods and applications.

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 can identify non-compliant materials and non-hazardous replacements. We perform due diligence for all relevant regulatory substances including, RoHS, REACH, California Prop65, and the Dodd-Frank Act.

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 incorporate ESG requirements into supplier requests for proposal and utilize a supplier scorecard for ESG metrics.

Governance
**Risk Assessment
& Readiness**

**Data Privacy
& Security**



Risk Assessment and Readiness

In order to achieve the Company’s objectives and successfully execute on our business strategies, it is imperative that we manage risk amid ever-changing social, economic, and regulatory environments. Our ability to do so effectively results in better overall performance as an organization 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 capable of identifying, monitoring, and responding to the consequences of potential events.

Each of our sites is responsible for maintaining a business continuity plan, including specific emergency response plans. As a global company, we closely follow local and national regulations to establish protocols around health, safety and travel for each of our business regions.

Data Privacy and Security

PerkinElmer is committed to promoting fair and transparent use of personal data, safeguarding individual data privacy, and complying with applicable laws and regulations regarding data privacy and security. Protecting personal data is a corporate priority for PerkinElmer, and every employee is expected to understand and comply with our data privacy and security requirements.

Our Data Protection Office and Legal Department provide a formal marketing communication privacy policy that 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 contain a link allowing recipients to unsubscribe from further marketing communications. PerkinElmer diligently tracks the unsubscribes and adjusts email lists to ensure compliance with user requests.



AWARDS & RECOGNITION

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:

- 2022 Bronze Sustainability Award** - *EcoVadis*
- 2022 Innovation Spotlight Award** - Horizon, *Colorado Green Business Network*
- 2022 U.K.'s Top 100 Most Loved Workplaces** (*amongst Top 10 listed*) - PerkinElmer UK, *Newsweek*
- India's Best Workplaces in Biotechnology and Pharmaceuticals in 2022** - PerkinElmer India, *Great Place to Work*
- 2022 Best HR Practice During COVID Award** - PerkinElmer China, *FESCO*
- 2022 World Changing Ideas Award** - PerkinElmer China, *Fast Company*
- 2021 Top Employer** - PerkinElmer China, *Instrument*
- 2021 Pudong CSR Qualified Enterprise Award** - PerkinElmer China, *BioMart*
- 2021 Best Employer Momentum Award** - PerkinElmer China, *MoSeeker*

LIVING OUR MISSION
Industry Events



EVENTS



Accelerating Vaccine Development: At the World Vaccine Congress in Washington D.C., our Oxford Immunotec team introduced our Certimmune global immunology services to support vaccine manufacturers in their phased clinical trials. With the COVID-19 pandemic demonstrating just how critical T cells are in understanding vaccination and immunity after viral infection, our Certimmune services will be available globally to help vaccine and immunotherapy manufacturers capture the highest quality data during clinical trials and leverage it for regulatory submissions.



Shining a Light on Pre-Eclampsia: In recognition of World Pre-eclampsia Day on May 22, our Reproductive Health team organized a series of weekly on-demand webinars throughout the month of May to raise awareness of this severe but preventable condition estimated to impact 2-8% percent of pregnancies annually. The webinars featured key opinion leaders and experts who discussed a variety of different topics around pre-eclampsia and shared the latest advancements in the field of screening and management. PerkinElmer also hosted a live tweet chat on May 31 with the UK-based patient advocacy organization Action on Pre-Eclampsia (APEC).

LIVING OUR MISSION

Collaborations



Collaborations



Taking the Fossils Out of Fuel: PerkinElmer has partnered with fossil-free fuel expert P1 Fuels to develop and test fully renewable fuels for use in the FIA World Rally Championship (WRC) – the highest level of rally global competition. The goal of this collaboration was to help the automotive sector, including motorsports, transition to climate-neutral, fossil-free fuels. Through our gas chromatography and infrared spectroscopy platforms, PerkinElmer hopes to play a key role in the transition to sustainable mobility. P1 Fuels will use PerkinElmer’s technology in its Berlin headquarters, as well as trackside, to perform quality-control checks.



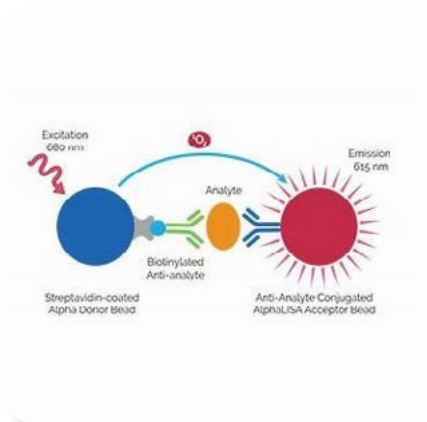
Lending Our Expertise for Vaccine Research: Earlier this year, teams from across PerkinElmer and Honeycomb Biotechnologies collaborated closely to deliver a customized solution to address the unique needs of The South African Tuberculosis Vaccine Initiative (SATVI), a world leader in TB vaccine clinical research located at the University of Cape Town. Initial conversations revealed that the customer was looking for a solution that leveraged our expertise in single cell analysis, utilized the HIVE technology and reagents, and could also incorporate Hashing and CITEseq. Partnering with the customer, aligning across teams, regions and functions within the entire PerkinElmer organization, and ensuring constant communication and commitment towards a common goal was fundamental in enabling the team of over 20 employees to deliver a tailored solution to SATVI that will assist in their research and discoveries.



Supporting Science in South China: PerkinElmer and South China University of Technology (SCUT) jointly established the Center of Excellence (CoE) on Translational Medicine, which was inaugurated in Guangzhou in South China on July 27. Located at the Medical School of SCUT, this CoE is equipped with instruments from PerkinElmer ranging from imaging and screening systems to automatic workstations. This state-of-the-art CoE will be open to the public, serving researchers and scientists not only within SCUT, but also within the entire Guangdong province and South China region.

LIVING OUR MISSION
Solutions

Solutions



Paving the Way for Better Biotherapeutics: Our innovative HTRF and AlphaLISA CHO HCP kits are ready-to-use homogeneous, no-wash assay kits designed to detect and quantify impurities during biopharmaceutical manufacturing quickly and easily. These assays help provide scientists with end-to-end workflows and contribute to the development, manufacture and quality control of safer, more effective biotherapeutics.



Introducing Ultra-Rapid Genome Sequencing: PerkinElmer Genomics introduced our ultrarapid whole genome sequencing (urWGS) offerings, providing physicians with comprehensive, meaningful results in five days to inform clinical management and improve outcomes for critically ill patients. Using our StepOne® Comprehensive Biochemical Profile, scientists can screen for more than 70 inherited conditions and disorders, including the Recommended Universal Newborn Screening Panel (RUSP) and many others that may not be found in state-mandated programs.



Supporting Newborn Health: Our ViaCord cord blood and cord tissue service uses advanced science to provide families with high quality collection, processing and storage programs. ViaCord’s Sibling Connection Program offers free cord blood banking services to eligible expecting families with a child who has an established diagnosis currently treatable with a sibling’s cord blood.

Together, we are making a difference for the better.



Last year, 140 million PerkinElmer tests were used to screen babies in 106 countries for various disorders – saving the lives of around 70 babies each day on average.



To date, more than 735 million babies have been tested for life-threatening diseases using PerkinElmer’s newborn screening tools.



47 out of the top 50 of the world’s leading pharmaceutical companies based on 2020 revenue use our discovery solutions and services to help them work towards finding novel therapeutics to combat the world’s toughest diseases and viruses.



90 percent of the world’s commercially traded wheat crop is tested for quality or safety on PerkinElmer solutions. Our technologies can also detect food fraud in as little as 30 seconds.



Over 14 million tons of microplastics are churning through our oceans, and to help drive global research, awareness and action, PerkinElmer is providing environmental scientists and researchers with technologies to better understand the prevalence and sources of this threat to both the marine ecosystem and humans.



Leveraging our OneSource strategic consulting and laboratory support services, scientists have been able to focus on their research vs. lab management - returning 100,000 hours back to science.



Around the world today, more than 2 million scientists across pharmaceutical, agrochemical, advanced materials and food labs are using PerkinElmer’s cloud-based, laboratory informatics solutions to capture, store and analyze research data, collaborate, and support data-driven R&D and clinical decisions.



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	HC-MS-240a.1
Description of how price information for a 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 2021, PerkinElmer had zero recalls that were reported to the FDA.
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 a 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 & human health considerations associated with chemicals in products, and meet demand for sustainable products	HC-MS-410a.1	Please see the Product Governance section of our 2022 Environmental, Social and Governance Report for additional detail.
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	PerkinElmer does not disclose this data. Please see the Product Governance section of our 2022 Environmental, Social and Governance Report for additional detail.
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' a facilities participating in third-party audit programs for manufacturing a 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 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.
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://s201.q4cdn.com/397661440/files/doc_downloads/gov-policy/2021-conflict-minerals-report.pdf 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.

2021 REVENUE: \$5 billion

EMPLOYEES: More than 16,000 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, *PhD, President and Chief Executive Officer*

Max Krakowiak, *Senior Vice President and 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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Pascale Witz, *Former Executive Vice President, Diabetes and Cardiovascular, Sanofi, S.A.*

If you have questions or concerns regarding this report or PerkinElmer's overall ESG strategy, please contact sustainability@perkinelmer.com, or reach out to PerkinElmer's Head of ESG at stephen.willoughby@perkinelmer.com

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