



2024 Corporate Responsibility Report

Publication Date: July 30, 2025

Enhancing
the health and
well-being of
pets, people,
and livestock



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At IDEXX, helping
pets lead longer, fuller
lives is at the heart of
everything we do.

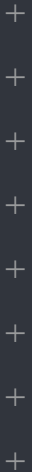


Our 2024 Corporate Responsibility Report highlights our progress, describes our commitments, and offers a forward-looking perspective on our initiatives aimed to enhance the health and well-being of pets, people, and livestock.

Our corporate responsibility goals, initiatives, and areas of focus are aligned with our Purpose and business strategy and informed by the perspectives of our stakeholders. This report covers corporate responsibility topics that we believe are most relevant to our Purpose and stakeholders. We use well-established reporting standards, aligned with frameworks such as those released by the [Sustainability Accounting Standards Board \(SASB\)](#) and the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#), as detailed in our [Appendix](#). We believe our corporate responsibility goals and actions also contribute to the [United Nations Sustainable Development Goals \(SDGs\)](#).

Unless otherwise noted, all information and data in this report is as of December 31, 2024, or for the period from January 1, 2024, to December 31, 2024, as applicable. Throughout the report, clicking an endnote number shows a pop-up with the endnote text for quick reference. In some instances, reported data may be rounded or estimated using what we believe are reasonable assumptions. All financial information is reported in U.S. dollars. We have also included select corporate responsibility-related information in our 2024 Annual Report on [Form 10-K](#) and our [2025 Proxy Statement](#), which are available on our corporate website at [idexx.com](#). For more information, visit [Corporate Responsibility at idexx.com](#).

Note: Inclusion of information in this report is not an indication that the subject or information is: (i) material to our business, operating results, or financial condition; (ii) material to investors; (iii) required to be disclosed in our filings with the U.S. Securities and Exchange Commission (SEC); or (iv) material to, or has a material impact on, other stakeholders. Materiality, as used in this report, is distinct from, and should not be confused with, materiality as defined for SEC reporting purposes. The information included, and any sustainability or governance matters identified as material for purposes of this report, may not be considered material for SEC reporting purposes.



To Our Stakeholders,



JAY MAZELSKY
PRESIDENT AND CEO, IDEXX LABORATORIES, INC.

At IDEXX, our Purpose is to be a great company that creates exceptional long-term value for our customers, employees, and shareholders by enhancing the health and well-being of pets, people, and livestock. Our Purpose is supported by our unwavering commitment to innovation that drives our business strategy and actions and is reflected in our corporate responsibility commitments and initiatives.



I remain proud of how IDEXX amplifies our Purpose through our corporate responsibility initiatives, which all support and are aligned with our long-term business strategy. We structure our corporate responsibility initiatives using a framework that provides transparency and communicates the goals against which we measure our progress.

In 2024, we made steady progress advancing our corporate responsibility goals. A snapshot of highlights across our pillars—the Care We Advance, the People We Support, and the Planet We Share—is outlined below. I invite you to read more about our achievements and initiatives throughout this report.



The Care We Advance

In 2024, we successfully advanced our innovation strategy and other key strategic initiatives, positioning IDEXX at the front end of a new wave of innovations. In 2024, we began shipping our new point-of-care platform, the IDEXX inVue Dx™ Cellular Analyzer, in North America. The IDEXX inVue Dx analyzer combines advanced optics, artificial intelligence (AI), and load-and-go technology in place of today’s largely manual slide-based workflow and image analysis. With deep AI learning models trained by IDEXX board-certified pathologists, this in-clinic analyzer provides practitioners with reference laboratory-quality cellular imaging results in 10 minutes.

In March of this year, after strongly focusing on development in 2024, we initiated the North American launch of IDEXX Cancer Dx™ testing for canine lymphoma.¹ This first-of-its-kind diagnostic addresses a critical need for early cancer detection in canine patients. Highly sensitive and specific, affordable, and accessible, this blood test fits easily into existing veterinary workflows. Over the next three years, we plan to expand IDEXX Cancer Dx testing to cover the majority of canine cancer cases, transforming cancer detection and supporting earlier intervention.

Consistent with our technology for life approach, in June 2024, we launched the Catalyst™ Pancreatic Lipase Test, empowering veterinarians to confidently confirm or rule out pancreatitis and immediately begin treatment, saving crucial time and improving patient outcomes. We also released the Catalyst™ SmartQC™ Control, a load-and-go quality control testing system that is up to 90% faster than the previous solution,² ensuring quality control is run consistently without compromising staff productivity.



We also continued to invest in our software offerings, launching the Vello™ Client Engagement Platform in the first quarter of 2024. This pet owner engagement solution enables veterinary practices to coordinate digitally with pet owners in a single, integrated system. Automated reminders, integrated two-way texting, and pre-visit instructions streamline administrative tasks and better prepare pet owners for their visits.

Together, these innovations bring relevant diagnostic tools to our customers, further advance pet healthcare, simplify workflows, and allow veterinary teams to spend more time with patients.

The People We Support

IDEXX remains committed to empowering employees through an inclusive, ethical culture where we value the different skills, perspectives, and backgrounds that each employee brings in pursuit of our Purpose. In 2024, we took steps to strengthen and enhance our talent with opportunities for professional development, volunteerism, and recognition. Together our global employees logged 86,000 hours of learning and 25,000 hours of volunteering³ and granted 65,000 peer-to-peer recognitions in our new ThanXX platform that expands and centralizes employee recognition programs. In our annual engagement survey, employees responded positively to the statement *I would recommend IDEXX as a great place to work*, resulting in an employee net promoter score of 71, which is in the 90th percentile of all employers, according to relevant data from our third-party engagement survey platform. We believe the investments we make in our culture contribute to our strong employee engagement, which helps drive both innovation and long-term value creation at IDEXX.

The Planet We Share

In 2024, we continued to make progress against our goals to source 100% renewable electricity by 2030 and to reduce our Scope 1 and 2 greenhouse gas (GHG) emissions by 37.8% by 2030 against a 2021 baseline. Notable accomplishments include signing two virtual power purchase agreements and initiating procurement of a third, signed in the second quarter of 2025, to add new, clean electricity to the North American and European energy grids; setting a standard service level in partnership with our customers of two-day delivery in North America, reducing our utilization of higher emission airfreight; and the continued migration of our commercial fleet to electric and hybrid vehicles, which made up over 35% of our commercial fleet at the end of 2024. These actions represent important steps toward reducing the environmental impacts of our global operations.

Looking Forward

Our progress against our corporate responsibility goals and commitments in 2024 continues to be closely aligned with our business strategy and innovation agenda. This would not be possible without the coordinated and focused efforts of our dedicated employees. I am extremely grateful for their outstanding work and commitment. Further, I am confident that the long-term strategies that we are advancing today will support the sustainable creation of exceptional long-term value for our stakeholders.

Sincerely,

Jay Mazelsky
PRESIDENT AND CEO, IDEXX LABORATORIES, INC.





Who We Are


IDEXX is a global leader in pet healthcare innovation.


Our diagnostic and software products and services create clarity in the complex, constantly evolving world of veterinary medicine. We support longer, fuller lives for pets by delivering insights and solutions that help the veterinary community around the world make confident decisions—to advance medical care, improve efficiency, and build thriving practices. Our innovations also help ensure the safety of milk and water across the world and maintain the health and well-being of people and livestock. IDEXX Laboratories, Inc. is a member of the S&P 500® Index. Headquartered in Maine, IDEXX employs approximately 11,000 people and offers solutions and products to customers in more than 175 countries and territories.


Our Guiding Principles


- 

Achieve and sustain market leadership
- 

Exceed the expectations of customers
- 

Empower and reward our employees
- 

Innovate with intelligence
- 

Cultivate entrepreneurial spirit
- 

Contribute to our communities

Our Purpose

To be a great company that creates exceptional long-term value for our customers, employees, and shareholders by enhancing the health and well-being of pets, people, and livestock.



Our Business: What We Do⁴

Companion Animal Group

IDEXX Companion Animal Group is a global leader in pet healthcare innovation. We provide diagnostic and information management solutions for the companion animal veterinary industry, including in-clinic diagnostic solutions, reference laboratory services, and veterinary software and services. Our solutions are designed to enhance patient care, streamline workflows, and support financially sustainable veterinary practices. The breadth, quality, and integration of our offerings enable veterinarians to make informed decisions, improve practice efficiency, and deliver better health outcomes for pets.

Water

IDEXX Water is a global leader in water microbiology, providing testing solutions that ensure the safety of drinking water and other water supplies for more than 2.5 billion people in over 100 countries. Our innovative testing solutions provide easy, rapid, and accurate detection and quantification of bacterial indicators of fecal contamination, as well as common microbial pathogens, such as *Legionella pneumophila* and *Pseudomonas aeruginosa*.

Livestock, Poultry & Dairy

IDEXX Livestock, Poultry, and Dairy provides diagnostic tests, services, and related instrumentation that support the health of livestock and poultry, enhance producer efficiency, and ensure milk quality and safety.

2024 IDEXX Highlights

Total global employees in 32 countries
and 115+ locations

~11,000

Company revenue (92% of revenue from
Companion Animal Group business)

\$3.9B

Research & development⁵

\$220M

Countries and territories where
products and services are sold

175+



IDEXX Corporate Responsibility Framework & Stakeholders

Our corporate responsibility framework reflects our Purpose and long-term business strategy, shaped by insights from our stakeholders through a materiality assessment conducted with the support of a third-party expert. The framework’s three pillars—the Care We Advance, the People We Support, and the Planet We Share—prioritize the topics most important to our stakeholders and business. Strong governance, policies, and systems infrastructure underpin these pillars. Our framework is used to prioritize and advance our corporate responsibility goals, commitments, and initiatives.



The Care We Advance

- + Innovation to Advance Patient Care
- + Innovation to Support Veterinary Teams’ Efficiency & Well-being
- + Access to Improve Animal, Human & Environmental Health
- + Product Quality & Safety



The People We Support

- + Talent & Development
- + Engagement & Inclusion
- + Health, Safety & Well-being
- + Supply Chain Management & Human Rights



The Planet We Share

- + Climate Mitigation, Adaptation & Resilience
- + Circular Economy & Product Stewardship
- + Sustainable Packaging & Transportation
- + Responsible Internal Waste & Water Use

Governance, Policies & Systems Infrastructure

IDEXX is committed to sound corporate governance practices. Strong governance, policies, and systems infrastructure serve as a foundation for our efforts to achieve our corporate responsibility goals and commitments and create sustainable, long-term value for our stakeholders.



United Nations Sustainable Development Goals (SDGs)

Our corporate responsibility goals, commitments, and initiatives support the 17 United Nations SDGs, and our priorities are aligned to focus on the 10 SDGs we can most uniquely impact:



Oversight & Governance of Corporate Responsibility, Sustainability & Governance Matters

Management’s Role

At the management level, IDEXX’s Head of Global Corporate Responsibility and Diversity, who reports directly to our Chief Human Resources Officer, oversees our corporate responsibility program and is responsible for advancing our priorities, working in collaboration with the cross-functional Corporate Responsibility Executive Committee, the Environmental Sustainability Steering Committee, and a number of key working groups.

We are committed to being a responsible company, and we aim for a focused approach to the way we do business at every level, with senior leaders striving to ensure our commitments translate into practice. The Corporate Responsibility Executive Committee provides overall strategic guidance and reviews progress related to our goals on a regular basis. This committee includes the Chief Executive Officer, Chief Financial Officer, General Counsel, and Chief Human Resources Officer, among other executives.

The Environmental Sustainability Steering Committee, comprising representatives from Operations, Supply Chain, Legal, Technology, Research and Development, and key business functions, oversees environmental sustainability initiatives. This committee receives updates regarding progress against environmental sustainability initiatives, such as those intended to advance our progress against our renewable electricity and emission reduction goals, as well as relevant regulatory updates.

In anticipation of mandatory sustainability-related reporting requirements, including the EU Corporate Sustainability Reporting Directive (CSRD), management has formed a cross-functional team to ensure readiness. Under the direction and supervision of the Corporate Responsibility Executive Committee, this team is responsible for positioning IDEXX to comply with these requirements on a timely, efficient basis, including implementing necessary disclosure controls and procedures.

In addition, representatives from Corporate Responsibility, Operations, Supply Chain, Human Resources, Legal, Finance, Investor Relations, and Corporate Communications participate in key working groups to engage with external stakeholders to manage and implement our corporate responsibility initiatives, as appropriate.

Our senior management regularly reviews our material environmental, social, and governance activities and practices (including related disclosures) with our Board and its committees, including as part of the Board’s review of the results of our annual enterprise risk assessment.

Board Oversight

Our full Board oversees our overall strategy and management of material environmental, social, and governance risks and opportunities with the support of our Board committees as indicated below.



Audit Committee

- + Reviews controls and procedures, including third-party assurance or verification, for disclosures relating to environmental, social, and governance matters
- + Reviews disclosures in Annual Reports on Form 10-K and other periodic reports



Governance & Corporate Responsibility Committee

- + Oversees environmental and social matters (other than human capital and talent), such as:
 - Environmental sustainability
 - Supply chain and human rights
 - Community and government relations
 - Charitable and political contributions



Compensation & Talent Committee

- + Oversees key human capital and talent strategies and policies, as well as management of material human capital and talent risks and opportunities, including relating to employee engagement, talent recruitment, development and retention, and health and wellness
- + Reviews executive compensation and human capital disclosures in proxy statements and Annual Reports on Form 10-K

- + Reviews significant environmental, social, and governance disclosures not addressed by other Board committees
- + Advises and makes recommendations to the Board with respect to corporate governance matters, such as Board composition, organization, function, membership, and performance; Board committee membership and structure; and our Corporate Governance Guidelines

Amplifying Our Global Impact

IDEXX’s holistic approach to giving combines the power of grant funding, corporate philanthropy, and employee donations to positively impact communities around the globe. Together these methods of giving ensure broad geographical and social reach and align with our Purpose, giving priorities, and stakeholder values.



IDEXX Foundation

The IDEXX Foundation,⁵ launched in 2020, supports global initiatives in three priority areas:

- Caring for Our Companions
- Creating Opportunities for the Diverse Leaders of Tomorrow
- Fostering Water Access, Climate Adaptation, and Food Sustainability Solutions

The Foundation has provided grant funding for 72 initiatives in 36 countries on six continents since inception.



Corporate Impact

IDEXX aims to expand access to care for animals and support the communities where IDEXX employees live and work through in-kind donations and corporate philanthropy fully aligned with our Purpose. In 2024, we donated over 21,000 SNAP™ tests for disaster response, education, and community outreach, contributing partly to enabling access to care for over 79,000 animals in underserved communities through our global social initiatives.^{6,7}



Employee Giving

The Employee Giving Program empowers IDEXX employees to make meaningful contributions to causes aligned with their values. We use a third-party platform to enable employees to direct donations made through giving campaigns to reputable, nonprofit organizations. In 2024, we focused on engaging employees during our annual global giving campaign, identifying nearly 40 global giving ambassadors at IDEXX locations to drive engagement of local teams. We also organized events to connect employees with local nonprofit organizations that align with their values.



Photo: Mission Rabies



Photo: Alaska Native Rural Veterinary, Inc.

IDEXX Foundation (Since Inception)	
Initiatives	72
Countries	36
Continents	6
Employee Giving in 2024	
Organizations Contributed to	260+
Countries With Employee Participation	20



Specific examples of giving are shared throughout this report and identified with icons to distinguish between the IDEXX Foundation, corporate, or employee initiatives.

The Care We Advance



IDEXX brings clarity to the complex world of veterinary medicine through innovative diagnostic and software solutions. With the practical steps we are taking and our partnerships with others, we focus on scientific innovation to support longer, fuller lives for pets; drive meaningful improvements in animal, human, and environmental health; and foster thriving communities where the human-animal bond can flourish.

HIGHLIGHTS + + + + + + +

Innovation to Advance Patient Care

- + Continued to invest in research and development and exited 2024 with nine new products, services, and software solutions launched or ready to launch
- + Announced the launch of IDEXX Cancer Dx™ testing, a first-of-its-kind diagnostic with early detection of canine lymphoma,¹ and began North American shipments of the IDEXX inVue Dx™ Cellular Analyzer, a groundbreaking slide-free, real-time cellular imaging platform that is AI-enabled and uses advanced optics
- + Provided the equivalent of approximately \$5.5 million in continuing education credit offerings to veterinary professionals

Innovation to Support Veterinary Teams' Efficiency & Well-being

- GOAL:** Expand access to mental health and well-being support for veterinary students and veterinary professionals around the world through our global social initiatives^{6,8}
- + Delivered “Mindful May” webinars for veterinary communities to share, learn, and connect on the topic of self-care and resilience
 - + Delivered multiple new or improved products and services designed to improve practice efficiency, streamline tasks, and simplify workflows

Access to Improve Animal, Human & Environmental Health

- GOAL:** Expand access to care for > 500,000 animals in underserved communities by 2025 through our global social initiatives^{6,8,9}
- + Donated over 21,000 SNAP™ tests for disaster response, education, and community outreach
 - + Supported underserved communities by enabling access to care for over 79,000 animals in 2024, with a cumulative total of over 704,000 animals through our global social initiatives^{6,7} since 2022

Product Quality & Safety

- + Maintained International Organization for Standardization (ISO) certification at IDEXX worldwide manufacturing facilities with ISO 9001 quality standard certification in Westbrook, Maine; Scarborough, Maine; Memphis, Tennessee; and the Netherlands, Switzerland, France, and the UK
- + Continued compliance with global product safety regulations, standards, and directives



Innovation to Advance Patient Care

Product Innovation That Advances Care

Helping Veterinarians Diagnose Canine Cancer With IDEXX Cancer Dx™ Testing

A leading cause of pet suffering and mortality, cancer is a dreaded and familiar challenge for veterinarians, their teams, and pet owners. We estimate that there are over three million newly diagnosed canine cancer cases annually worldwide¹⁰ with cancer predominantly identified at advanced stages, limiting treatment options. In 2024, IDEXX successfully advanced the development of IDEXX Cancer Dx™ testing, a first-of-its-kind diagnostic with early detection of canine lymphoma,¹ which launched in North America in March 2025. Earlier detection will enable earlier treatment, which may help extend the lifespan and improve the quality of life for affected dogs.

IDEXX Cancer Dx testing builds upon our existing comprehensive cancer diagnostics that utilize our reference laboratory and in-clinic diagnostic tests and services:

- + **Pathology services:** Comprehensive support to help make well-informed, timely decisions for pathology cases
- + **Radiology and telemedicine consultants:** Diagnostic insights from a global network of veterinary radiologists and medical consultants

+ **Digital cytology:** Personalized guidance for routine cases as well as critical and complex pathology cases

Over the next three years, we plan to expand IDEXX Cancer Dx testing to cover the majority of canine cancer cases, transforming cancer detection and supporting earlier intervention.

Catalyst™ Platform Menu Expansion

In 2024, we launched the Catalyst™ Pancreatic Lipase Test. This single-slide solution for canine and feline patients suspected of pancreatitis empowers veterinarians to confidently confirm or rule out pancreatitis and immediately begin treatment, saving crucial time and improving patient outcomes. We also released the Catalyst™ SmartQC™ Control, a load-and-go quality control testing system that is up to 90% faster than the previous solution.² The Catalyst SmartQC Control offers an intuitive workflow that takes less than 15 minutes, ensuring quality control is run consistently without compromising staff productivity.

IDEXX inVue Dx™ Cellular Analyzer

In December 2024, we launched the revolutionary IDEXX inVue Dx analyzer. An advanced optics, cellular-imaging platform, this slide-free analyzer is powered by AI learning models trained by IDEXX board-certified pathologists on over 10 million images.¹⁰ It replaces conventional microscopy, which requires time-consuming and technique-sensitive sample and slide preparation, with a simple, load-and-go workflow that automatically examines cells in their natural state, captures three-dimensional images, and delivers clinically insightful results in about 10 minutes. Its initial menu focuses on ear cytology and blood morphology, and when used with our ProCyte Dx™ or ProCyte One™ Hematology Analyzer, the IDEXX inVue Dx analyzer provides the most comprehensive and efficient hematology picture available in the clinic, aiding veterinarians in making real-time diagnoses during the patient visit. Consistent with our Technology for Life approach, we next plan to expand this analyzer's test menu to include screening lumps and bumps with fine needle aspirate samples, which will further advance pet healthcare cancer diagnostics.



Shaping Global Veterinary Excellence Through Education

IDEXX advances care by partnering with veterinary industry leaders on educational initiatives that reach tens of thousands of veterinarian professionals across the globe each year. In 2024, IDEXX awarded over 91,000 continuing education (CE) credits free of charge, valued at approximately \$5.5 million based on similar CE offerings.

OUR PARTNERS

OUR OFFERINGS

VETERINARY STUDENTS
AND FACULTY

VETERINARIANS
AND TECHNICIANS

RESIDENTS

SPECIALISTS

KEY OPINION LEADERS

IDEXX University Educational Programs

Empowering educators and the next generation of veterinary professionals with valuable knowledge and practical experience with diagnostics

RESULTS

Hands-on experience for
51
veterinary and veterinary technician schools in
5
countries



IDEXX Professional Service Veterinarians

Providing small-group medical consultations and live educational seminars to increase understanding and utilization of diagnostics that enhance medical care

RESULTS

Estimated
27,000
educational interactions with veterinary professionals in over
30
countries



Medical Consulting Services

Conducting patient-specific, complimentary medical consultations to review a patient's diagnostic results and discuss potential treatment plans

RESULTS

Over
630,000
consultations were provided in 13 languages by IDEXX veterinary professionals in
25
countries



IDEXX Learning Center

Providing online CE courses to help veterinary professionals learn foundational skills, stay current with advancements in the field, and maintain professional credentials

RESULTS

Over
36,000
users in
120
countries engaged with content more than 145,000 times, with an 81% completion rate



Springboard

Bringing didactic and rounds training to veterinary residents through a virtual platform that covers physiology, pathophysiology, imaging, and clinical and anatomic pathology

RESULTS

Engaged over
550
residents and their coordinators with 4,400 hours of content, including multiple American College of Veterinary Internal Medicine-endorsed content areas



IDEXX Specialist Support Veterinarians

Supporting specialist veterinary practices with evidence-based data and information to guide diagnostic choices through educational sessions

RESULTS

Provided seven specialty webinars that were accessed over
2,000
times with the support of the IDEXX Learning Center



Innovation to Support Veterinary Teams' Efficiency & Well-being

Taking the Work Out of Workflow

IDEXX aims to improve practice efficiency, streamline tasks, and simplify workflows with each new product and product enhancement so that veterinary teams have more time to spend with patients. In 2024, IDEXX helped clinical teams find efficiencies through our products and services:

- + **IDEXX VetLab™ Station:** All our in-clinic instrument platforms are connected to the IDEXX VetLab Station, which serves as a central command center and diagnostic workflow engine for the practice. In 2024, we launched an updated user interface that doubles the speed of in-clinic diagnostic workflows for all instruments across the IDEXX VetLab™ suite of analyzers. Veterinary teams can now easily navigate through current and historical in-house diagnostic results with fewer clicks.
- + **Vello™ Client Engagement Platform:** Launched in the U.S. in 2024, this pet owner engagement software solution seamlessly connects veterinary practices and their clients through modern, digital tools. Vello's automated reminders, integrated two-way texting, and pre-visit instructions streamline administrative tasks and better prepare pet owners for their visits.
- + **IDEXX inVue Dx™ Cellular Analyzer:** Our slide-free analyzer transforms workflows by eliminating time-consuming slide preparation and aiding veterinarians in making real-time diagnoses during the patient visit.

- + **Catalyst™ SmartQC™ Control:** Our intuitive load-and-go quality control testing system reduces manual steps and takes less than 15 minutes to complete, ensuring quality control is run consistently without compromising staff productivity.

Raising Awareness of Veterinary Mental Health

Each May, the ezyVet™ Software team dedicates the month to mindfulness, well-being, and self-care. Our "Mindful May" initiative is designed to bring veterinary communities together to share, learn, and connect. In 2024, the theme was self-care and resilience, with three online CE-accredited webinars for veterinary teams. Since Mindful May was established in 2021, we have received over 6,800 registrations and awarded over 3,500 CE credits to veterinary professionals worldwide with the support of the IDEXX Learning Center.



Mental Health Awareness Month 5K Run

At our main U.S. campus in Maine, IDEXX held a 5K run in conjunction with Mental Health Awareness Month. Our well-being team used the opportunity to raise awareness for **Not One More Vet (NOMV)**, a nonprofit organization dedicated to the well-being of veterinary professionals and students worldwide. More than 220 employees took place in the in-person event, while an additional 120 joined the 5K remotely by completing a route of their choice.



Royal Veterinary College Study on Mental Health

The IDEXX Foundation funded a study by the **Royal Veterinary College** on mental health challenges in the veterinary nursing profession within a holistic focus on veterinary teams. This study successfully completed its primary research phase in which it developed significant insights regarding mental health prevalence and the nuanced relationship between veterinary nursing professional identities and well-being. The first output from this study was published in *Veterinary Record* in April 2024.



Corporate Impact



IDEXX Foundation



Access to Improve Animal, Human & Environmental Health

Mobilizing Aid to Support Animals and Communities

A circular icon with a teal background, featuring a white silhouette of a person and a dog.

Alaska Native Rural Veterinary, Inc.

IDEXX supported **Alaska Native Rural Veterinary, Inc. (ANRV)**, a nonprofit that provides veterinary public healthcare to underserved tribal and rural communities, through a monetary contribution and in-kind laboratory testing. ANRV controls the spread of diseases and parasites transmitted by stray dogs by increasing access to consistent and accessible veterinary care.

A circular icon with a blue background, featuring a white silhouette of a person and a dog.

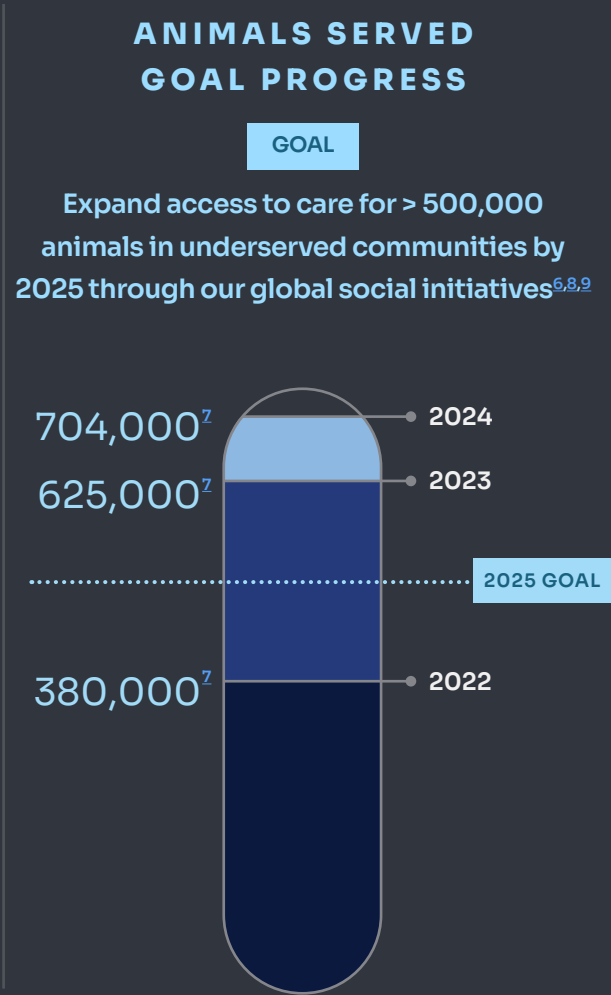
Worldwide Veterinary Service

The IDEXX Foundation funded the efforts of **Worldwide Veterinary Service (WVS)**, an organization devoted to providing veterinary services in communities and regions with limited access to animal healthcare. With this support, WVS provided over 70,000 animals with access to care and reached more than 270,000 veterinary students and veterinarians through in-person and online education.

A circular icon with a teal background, featuring a white silhouette of a person and a dog.

Disaster Relief & Nonprofit Support

IDEXX employees participated in giving campaigns to provide on-the-ground relief in response to multiple disasters in 2024. These campaigns included flood relief in Spain and Brazil, earthquake response efforts in central Japan, and hurricane, flood, and fire relief in the U.S. Additional giving campaigns mobilized support for the communities where IDEXX employees live and work. For example, lab employees in Oregon raised funds for a local dog rescue, while teams in Australia supported a nonprofit organization providing wigs for children who have lost their hair due to medical conditions.



Partnering on Care & Education

Improving Outcomes for Pets & People

In early 2024, IDEXX became a founding member of the **Parvo Defenders Task Force**, a joint effort by innovators in the veterinary industry and advocates with the goal of providing better treatment options for parvovirus-infected puppies. By providing accurate diagnostics alongside novel monoclonal antibody treatments, the task force aims to empower veterinarians to manage many cases that would otherwise end up in the emergency room. IDEXX has actively contributed by creating additional awareness of novel test and treatment options via its social media channels and by signing the pledge at the 2024 Veterinary Meeting and Expo (VMX) trade show to contribute toward a goal of saving one million puppies' lives by 2030.

IDEXX also partnered on two educational events in 2024 with the **Human Animal Bond Research Institute**, a nonprofit research and education organization that gathers, funds, and shares scientific research to demonstrate the positive health impacts of companion animals. The first webinar focused on how veterinarians, as trusted leaders in pet care and experts on the human-animal bond, play an important role in reducing barriers and fostering an environment of inclusivity for pet owners of color so they may experience the human-animal bond more fully. The second webinar delved into how veterinarians, staff, and other professionals—who understand the science of the human-animal bond and know how effectively communicating its benefits to pet owners—can improve relationships with clients, reconnect with their passion, and better cope with burnout and other mental health challenges.

Mapping Parasite & Disease Prevalence

IDEXX contributes in-clinic and reference lab vector-borne disease testing data to populate parasite and disease prevalence maps in the U.S. and is focused on increasing mapping coverage in Europe. These maps allow veterinarians and pet owners to understand the parasites and vector-borne diseases that are present in their communities and make informed decisions on risks and preventive measures. In 2024, IDEXX advanced its relationship with the **European Scientific Counsel Companion Animal Parasites**, a European nonprofit committed to raising awareness of appropriate pet parasite control measures, to refresh existing disease and parasite mapping capabilities in Germany and plan for the launch of new maps in France, Ireland, Italy, the UK, and Spain.

IDEXX continued to partner with the U.S. Centers for Disease Control and Prevention at the state level to report infectious diseases through automated, daily transmissions. These transmissions use data obtained across the IDEXX Reference Laboratories network and are customized to state requirements, reducing the effort in ensuring reported disease compliance and improving state-level monitoring.

IDEXX Water Academy

Over 7,400 water professionals across the globe have registered for more than 28,000 e-learning courses with the IDEXX Water Academy since it launched in 2020. We offer multiple regional Water Academies with localized learning content, where learners have the ability to access these free online education tools in multiple languages.

Product Quality & Safety

Product Quality

We believe that product quality is essential to our business. Our approach to product quality is supported by the following:

Integrated Management System & ISO Certifications

We use quality management systems to track and improve performance across our facilities. At our headquarters in Maine, we use an integrated management system (IMS), which encompasses our Quality Assurance program, to help ensure compliance with applicable regulations, product safety requirements and standards, and customer requirements. This IMS includes strict manufacturing processes and procedures; employee training; ongoing process improvement; product quality risk management procedures; incident investigation and corrective action procedures; guidance for identifying and evaluating how an activity, service, or product impacts the environment; and internal and third-party auditing. In 2024, IDEXX implemented a global corporate quality policy manual intended to align all IDEXX locations for best practice management of our key quality activities.

Our manufacturing and distribution facilities in Westbrook, Maine; Scarborough, Maine; Memphis, Tennessee; and the Netherlands, Switzerland, France, and the UK are certified to the ISO 9001 quality standard, and certain of our other facilities are certified to the environmental (ISO 14001) and testing and calibration laboratory (ISO 17025) quality standards.

Regulatory Partnerships

IDEXX partners with global regulatory agencies, including the United States Department of Agriculture (USDA), on product quality through product-specific licensing and registration. These partners audit and inspect IDEXX facilities routinely to ensure compliance and adherence to regulatory requirements throughout our production and distribution activities.

Training for Quality

IDEXX aims to operate consistently with the highest-quality standards in accordance with best business practices, and our products are subject to rigorous review and testing. All employees at manufacturing facilities receive quality training. The trainings are designed to make employees aware of IDEXX’s quality management systems and their role in ensuring quality at all stages of our work from new product design and manufacturing to transportation and distribution.

Product Safety

IDEXX complies with globally recognized product safety regulations, standards, and directives, including but not limited to these:

- + The Globally Harmonized System of Classification and Labelling of Chemicals (GHS), which ensures products that contain chemicals (such as IDEXX reagents) are classified to ensure safe transport and safe handling and storage by our customers
- + The International Electrotechnical Commission (IEC), which forms a committee that drives the standard development for the testing and certification of electrical products, ensuring that IDEXX analyzers, such as the Catalyst One™ Chemistry Analyzer, are safe for use

IDEXX products comply with these globally recognized standards and frameworks, which represent an internationally harmonized approach adopted by individual countries.



The People We Support



We strive to create a collaborative and inclusive culture that embraces everyone’s unique perspectives, talents, and experiences. We empower our employees to develop and grow, as well as find purpose and fulfillment in the work they do. In 2024, we transitioned several of the goals under our People We Support pillar to emphasize equal opportunity and inclusion for all our employees. We believe our updated goals further strengthen our capacity to innovate and our ability to serve our customers.

HIGHLIGHTS + + + + + + +

Talent & Development

GOAL: Enhance and improve programs that position IDEXX as an employer of choice that provides equal employment opportunities globally for individuals seeking meaningful STEM roles^{11,12}

- + Logged over 86,000 hours of learning and development, including 23,200 hours of STEM and AI learning
- + Introduced career coaching to help employees foster career awareness and pursue growth opportunities within IDEXX

Engagement & Inclusion

GOAL: Strengthen our human capital approaches to promote inclusion and opportunity for all as measured by our ability to retain and pull talent through our talent pipeline¹²

- + Expanded and centralized employee recognition programs, resulting in over 65,000 recognitions
- + Achieved a favorable engagement rate of 80% on our annual employee engagement survey and an employee net promoter score of 71, which is in the 90th percentile of all employers

GOAL: Increase annual global employee volunteering to 15,000 hours by 2025^{8,9}

- + Supported achieving over 25,000 logged employee volunteer hours,³ exceeding our 2025 goal of 15,000 annual volunteer hours

Health, Safety & Well-being

GOAL: Ensure programs are in place to support well-being, engagement, and professional development opportunities for all employees across the enterprise¹²

- + Continued fostering a culture of health and safety through our Environmental Health and Safety Management System and continuing education in multiple languages
- + Expanded access to optional, free on-site health screenings by piloting six new locations, in addition to our main U.S. campus, targeting employees who may not otherwise access a primary care provider for wellness purposes

Supply Chain Management & Human Rights

- + Continued to update the IDEXX supplier resource center to communicate how our suppliers can ensure their practices align with our values as an organization



Talent & Development

Talent That Drives Innovation



IDEXX promotes a collaborative, merit-based, and inclusive culture that values the unique skills, perspectives, and backgrounds that each employee brings in pursuit of our Purpose. We believe that this culture helps drive both innovation and a better understanding of our increasingly global customer base aligned with long-term value creation.

Commitment to Our Employees

We remain steadfast in our commitment to empowering employees with a wide range of skills and experiences to drive innovation, engagement, and overall business success. We regularly review the appropriateness and relevance of our goals in relation to this commitment and our business strategy and needs. In 2024, we transitioned several of the goals under our People We Support pillar to emphasize equal opportunity and inclusion for all our employees. We believe our updated goals further strengthen our capacity to innovate and our ability to serve our customers.

Robust Talent Pipelines

We believe that a strong culture of innovation is built upon the diverse experiences, skills, and perspectives among our employees and senior management. Our recruitment practices seek to source highly qualified candidates with unique

backgrounds and mitigate potential bias in our interview process. Our global recruiting team leverages diversified talent channels to attract candidates who will further expand our capabilities and maintains a competitive interview and selection process.

Maintaining Pay Equity

IDEXX believes that pay should reflect the market value of a specific role and the merits of the individual’s performance. We prioritize pay transparency by making our compensation philosophy and pay ranges available to employees in North America, Europe, and South Africa. We make job-specific market data available to senior leaders to guide decisions about role-specific pay. We have processes in place globally to support fair and consistent compensation, including a common global job framework, an annual compensation review process, and formal performance reviews aligned with career development and individual performance expectations. Our pay practices are intended to prevent unexplained pay disparities, and we are confident they are effective in doing so, as confirmed by the 2024 comprehensive global pay study, which represented 93% of our employee population. The results confirm that our global pay practices are fair and equitable. In addition, we conduct gender pay-gap analyses in multiple countries and disclose the results in accordance with local laws. For more information about our practices supporting pay equity, visit [Pay Equity](#) at www.idexx.com.

Maintaining a workforce that reflects our global, culturally diverse customer base is part of our long-term strategy for value creation. Our Companion Animal Group business, which represents 92% of our 2024 revenues, serves veterinarians and, according to the American Veterinary Medical Association, women held 68% of U.S. veterinary positions as of December 31, 2024.

Global Voluntary Employee Turnover	8.5%
Total Global Employees Full- and Part-time (Approximate)	~11,000
Veterinarians Who Work at IDEXX	880+
Women ¹³ Veterinarians Who Work at IDEXX	74%
Languages for Business-critical Communications at IDEXX	16
Employees by Region	
Americas	67%
Europe, Middle East, and Africa	24%
Asia-Pacific Region	9%
Employees by Age	
< 30 Years Old	16%
30–50 Years Old	62%
> 50 Years Old	22%
Women ¹³ in Global Workforce	58%
Women ¹³ in Global Management ¹⁴	50%
Global STEM Roles ¹¹ Held by Women ¹³	59%



Talent for the Future



Veterinary Student Mental Health

The IDEXX Foundation’s multiyear initiative with the **Center for Veterinary Social Work** at the **University of Tennessee** is creating resources that serve the mental health and well-being needs of veterinary students nationwide. In 2024, this work resulted in the rollout of a mental health and well-being tool kit that offers critical resources based on key stressors in the industry. The initiative was shared at major veterinary conferences to advocate for student mental health.



Tuskegee University Scholars

The IDEXX Foundation continued to support scholars at **Tuskegee University College of Veterinary Medicine**. Our support included full and partial scholarships, emergency financial support, and support to enable student participation in domestic and international veterinary training programs. The Foundation also supported mental health curriculum development and well-being resources.



Maine Mobile BIOLAB

IDEXX supported the **Maine Mobile BIOLAB**, a program of **Educate Maine**. The BIOLAB is a traveling bioscience laboratory that provides innovative STEM learning experiences to students across the state while building awareness of bioscience career paths. IDEXX employees amplified this support by volunteering at Educate Maine events and contributing to BIOLAB curriculum development. In 2024, the BIOLAB served over 4,800 students across 11 counties in Maine.



Photo: Educate Maine



Photo: Educate Maine



Empowering Growth & Excellence Through Talent Development

Performance, Career & Talent Development

IDEXX is committed to supporting career development for our employees through a range of initiatives, including individual development planning and goal setting. All permanent employees receive performance feedback throughout the year and annual performance reviews to foster professional and leadership growth. We conduct regular talent assessments and develop globally relevant success profiles and career frameworks for key roles to support career development initiatives. We maintain succession plans for 100% of employees at the director level and above to support the strength of our talent pipeline, with robust governance and metrics for tackling succession coverage and readiness.

In 2024, we introduced career coaching with the aim to empower employees in their career journey by providing confidential, personalized support from certified career coaches. The coaches help employees clarify career aspirations, explore pathways, and make informed decisions, fostering career awareness and goal setting to identify and pursue growth opportunities within IDEXX.

Learning With Purpose Across Our Business

At IDEXX, we foster a culture of continuous learning and leadership development, empowering employees to innovate and adapt to a dynamic environment with confidence. Our varied learning solutions provide opportunities for growth at every level, from self-directed learning resources to a comprehensive portfolio of leadership development programs.

In 2024, we developed and launched the new Leadership Aspire Program, designed to help employees explore the dimensions of leadership, align their personal motivations with leadership responsibilities, and develop essential skills for leading others. This initiative, along with our broader learning ecosystem, resulted in over 86,000 training hours across our learning platforms.

Type of Learning	2024 Hours
Voluntary Inclusion & Belonging	3,100
Leadership	9,700
STEM & AI	23,200
Skill-based	50,200
Total Learning & Development	86,200

Employees Who Are Ready for What’s Next

We strive to equip our employees with the skills, resources, and resilience needed to thrive in an ever-changing world. In 2024, we introduced several key initiatives to support employee growth, adaptability, and well-being:

- + Launched a program to help employees manage their personal energy, build resilience, and sustain high performance in a fast-paced work environment
- + Provided targeted learning to enhance awareness and build capability with AI, empowering employees to leverage emerging technologies effectively and responsibly
- + Expanded access to English language learning, enabling employees to strengthen their language proficiency and broaden their career opportunities
- + Launched our Global Education Assistance Program in four countries, offering financial support for continued learning and professional development



Engagement & Inclusion

Driving Employee Engagement

Gathering Feedback & Engaging Employees

Our annual employee engagement survey, myVoice, continues to be a mechanism for employees to provide feedback regarding their employee experience, work environment, and management effectiveness. Overall, 88% of employees responded in 2024, and our favorable engagement rate was 80%, which exceeds the life sciences industry benchmark. Employees responded positively to the statement *I would recommend IDEXX as a great place to work*, resulting in an employee net promoter score of 71, which is in the 90th percentile of all employers, according to relevant data from our third-party employee engagement survey platform. IDEXX utilizes employee feedback to identify future areas of focus to continuously improve employee engagement.

Spotlighting IDEXXers with Employee Recognition

IDEXX launched ThanXX, an employee recognition platform that provides a streamlined and equitable approach to recognizing employees via a real-time, social media-like experience. ThanXX allows employees and managers to recognize everyday behaviors and distribute monetary, points-based awards to highlight outcomes directly related to IDEXX's success. Points may be redeemed in the platform marketplace for goods and services from popular retailers, or the monetary equivalent may be donated to a charity of the employee's choosing.

ThanXX also centralizes other recognition programs across the company. For example, ThanXX facilitates milestone anniversary recognitions as well as the prestigious 2X and Golden Paw awards given by executive leadership to individuals and teams who have had an outsized impact on our business. Since ThanXX launched in mid-2024, over 90% of employees enrolled in the platform, resulting in more than 65,000 recognitions.

Employee Volunteerism & Community Engagement

Connecting to our communities and giving back our time and skills is an important part of IDEXX's culture. Eligible employees are provided with paid volunteer time off annually, and volunteering as a team-building activity is encouraged.¹⁵ In 2024, employees logged over 25,000 volunteer hours,³ exceeding our 2025 goal of 15,000 annual volunteer hours. We continue to invest in a global IDEXX platform that enables employees to match with in-person and virtual volunteering opportunities around the world, resulting in participation from 30 countries in 2024.

Supporting Flexible Work Arrangements

We are committed to enabling managers, teams, and employees to identify the most effective work arrangements to accomplish their goals. For some teams this consists of 100% on-site work, while others employ remote or hybrid models. Our goal is to promote a positive workplace environment where everyone can contribute to their fullest potential. We strive to build a collaborative culture through in-person and virtual events, including town halls, in-office celebrations, and employee-led communities.

Family-friendly Benefits

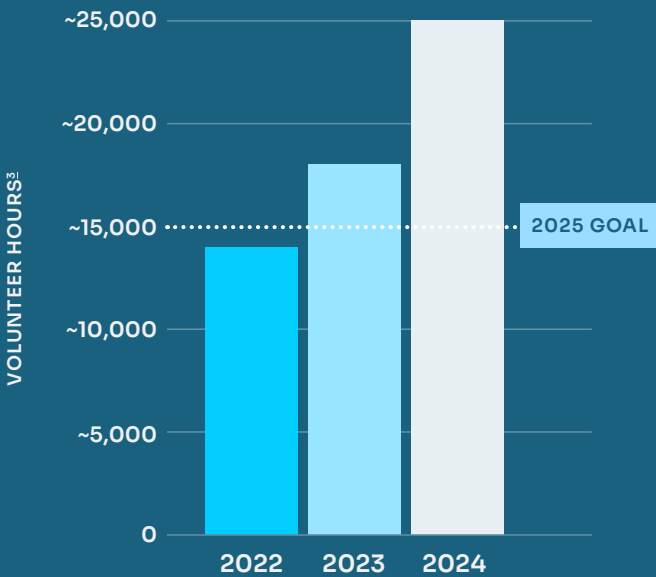
All eligible employees in the U.S., the Netherlands, and South Africa are covered by a parental leave of absence policy that grants six weeks of paid leave to new parents regardless of the path to parenthood, whether it is adoption or birth, for both caregivers. In addition, we also have programs for U.S. employees that support alternative paths to parenthood, including adoption reimbursement, leave for foster care prior to adoption, and access to fertility treatment through one of the IDEXX medical plans.



EMPLOYEE VOLUNTEERING GOAL PROGRESS

GOAL

Increase annual global employee volunteering to 15,000 hours by 2025^{8,9}



Equal Opportunity for All

Supporting Employee-led Communities

IDEXX Employee-led Communities (ELCs) are volunteer-led employee networks open to all employees, focused on inclusion, collaboration, and shared learning beyond immediate team members. Several communities are supported by two executive sponsors and have access to support from a human resource partner and the Global Diversity and Inclusion program manager. IDEXX ELCs are open to all, including employees who identify as community members, as well as allies and peers or leaders who want to learn more. Highlights from 2024 ELC activities include the following:

- + Hosted skill-building events with support from executive leaders on the role of mentorship, professional development, maximizing one-on-one discussions, and understanding the role different perspectives play in driving innovation
- + Celebrated employees around the globe by highlighting the different regions and cultures they represent and the observances they value

- + Built the foundation for a brand-new ELC focused on neurodiversity and disability in the workplace, informed by initiatives to explore neurodiversity in Australia and New Zealand and disability awareness in France
- + Hosted our first community engagement fair in September, bringing awareness to all ELCs focused on hobbies, skill building, and inclusion

Continuing the Conversation Around Neurodiversity

At IDEXX, we recognize the value of diversity in thinking and working styles and seek ways to empower employees by creating working environments that support their unique needs. From empowering teams to identify the most effective work arrangements that allow team members to achieve their goals, to software that provides immersive reading or speech-to-text, we seek to understand the support that we can put in place to enable all employees to contribute to their fullest. In 2024, we collaborated with a local partner in Australia and New Zealand to launch a learning series to deepen awareness of neurodiversity, driven by a team of leaders in the region.

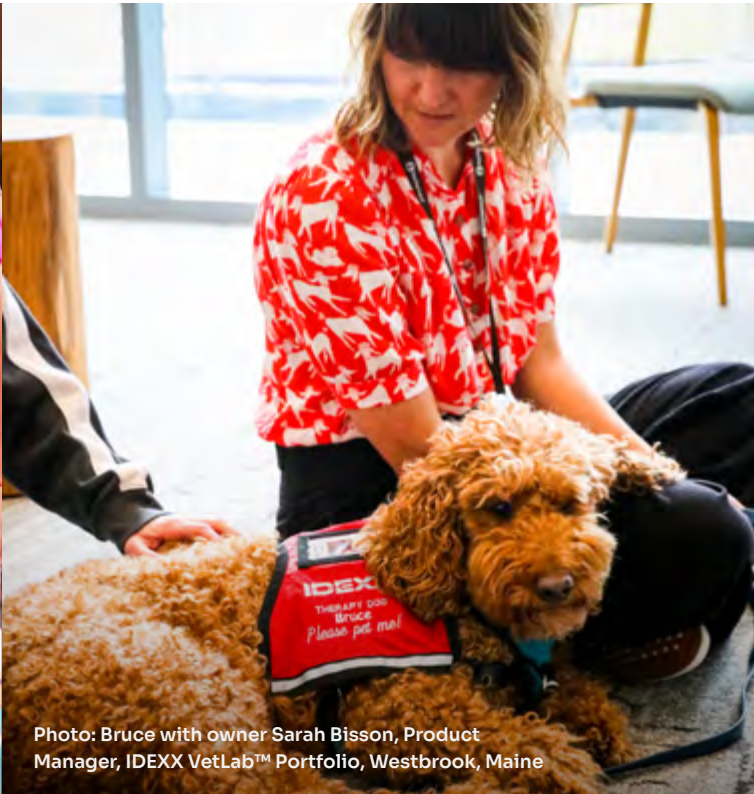


Photo: Bruce with owner Sarah Bisson, Product Manager, IDEXX VetLab™ Portfolio, Westbrook, Maine



Health, Safety & Well-being

Prioritizing Mental Health

In 2024, IDEXX continued fostering positive mental health in the workplace through collaboration and employee engagement that included the following:

- + Collaborated with **Make It OK**, a mental health education and outreach organization, to reduce the stigma of mental illness at IDEXX. The campaign, shared in 13 languages, provides education about mental illness and drives awareness of mental health resources available to employees and their family members.
- + Offered Mental Health First Aid (MHFA) training to teach employees how to recognize and respond to someone who is experiencing a mental health crisis. In 2024, 23 employees took the training, bringing our current active total of MHFA-certified employees to over 40.
- + Continued to offer **Spring Health**, a comprehensive mental health solution with one of the industry’s most diverse provider networks, to all IDEXX employees around the world. The mental health benefit is available to employees and families and includes work-life services, coaching, and therapy at no cost to the employee. Of the employees who contacted Spring Health due to anxiety or depression in 2024, more than 75% reported clinical improvements in their symptoms after engaging with a therapist.¹⁶

Expanding the IDEXX Therapy Dog Program

The IDEXX Therapy Dog Program brings certified therapy and visiting dogs on-site to support employee well-being, and it provides funding for IDEXX employees and their dogs to become certified therapy and/or visiting dog teams. In 2024, the program logged over 3,800 visits with employees across seven locations in the U.S., the Netherlands, and the UK. Employees also attended therapy dog yoga at our main U.S. campus. In addition, IDEXX-trained teams supported over 1,800 people in local communities.

Access to Care

IDEXX continued to offer optional health screenings for frontline employees at our main U.S. campus at no cost to employees who may not otherwise access a primary care provider for wellness purposes. Due to the success of the initial program, we piloted on-site health screenings, combined with a virtual nurse practitioner visit, at six additional U.S. locations, again targeting those who are not engaging with a primary care provider.

IDEXX continued to offer a health plan in the U.S. that includes virtual primary care, aimed at easing common barriers to quality care like affordability and access. Employees based in Maine can also access the health center at our main U.S. campus for vaccines, sick visits, and preventive health screenings.

Supporting Health & Fitness

IDEXX offers a quarterly fitness reimbursement to global employees as well as an on-site fitness and health center for employees at our main U.S. campus. In 2024, the on-site fitness center transitioned to a 24-hour facility to better accommodate all work shifts and added access for spouses/partners at no additional cost. Additionally, we offer complimentary access to the Noom® weight management and healthy eating app to employees in eight countries.

We also expanded the employee Well-being Champion network in 2024 to over 200 employees in 11 countries worldwide, up from over 160 the previous year. Well-being Champions actively encourage and empower their peers to prioritize health and stay connected by sharing resources and leading various well-being initiatives.

Well-being Recognitions

IDEXX is committed to advancing employee well-being through comprehensive, innovative benefits and initiatives—an approach that earned us the following 2025 recognitions:



+ **American Heart Association 2025**
Gold recognition for the 2025 Workplace Well-being Scorecard



+ **Business Group on Health 2025**
Best Employers: Excellence in Health & Well-being



Special Recognition—Best Employers:
Excellence in Global Health and Well-being



Special Recognition—Best Employers:
Excellence in Mental Health

In 2024, IDEXX was honored to participate as a judge for the Business Group on Health’s Best Employers: Excellence in Health and Well-being awards. As a result, we were ineligible to receive recognition during the 2024 calendar year.

Upholding a Culture of Health & Safety

Ensuring the health, safety, and well-being of our employees, contractors, and visitors is a top priority. We support this commitment by maintaining a comprehensive Environmental Health and Safety Management System (EHSMS).

Management System & Team

IDEXX’s environmental health and safety (EHS) team, in partnership with key executive leadership, maintains oversight of the global IDEXX EHSMS, ensuring EHS processes are implemented at all our locations. Day-to-day activities to improve employee safety, reduce workplace risks, and drive continuous improvement are led by the EHS team in partnership with location and department leaders. The EHSMS is built on several key elements, including clearly defined roles and responsibilities to ensure accountability, a system for managing risks and incidents, standardized documentation and recording processes, operational controls, clear communication channels and comprehensive training programs, resources for managing change, and an assurance system with defined metrics for monitoring and measurement.

Audits, Risk Assessments & Mitigation

In 2024, we standardized our EHS maturity assessment evaluation process based on lessons learned from pilot assessments. The evaluation process entails in-depth reviews of site-specific programs to inform process improvements and is designed to be replicable and produce actionable results at all IDEXX locations. Our standardized risk assessment process

provides employees with a comprehensive document that records tasks, associated risks, and controls, demonstrating our proactive approach to prevention and communication.

Building Employee Safety Culture

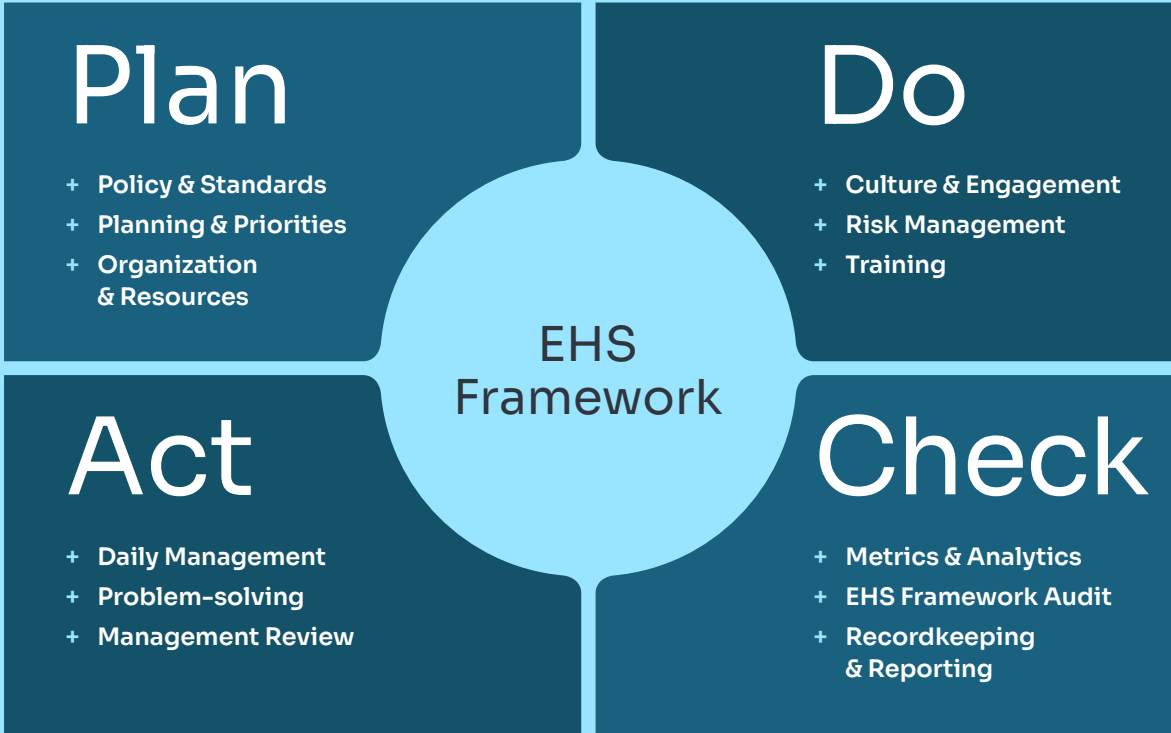
Employee engagement and training remain central to our EHS approach. We continue to hold biweekly safety town hall meetings with our manufacturing and distribution employees to promote transparency, share key safety updates, and highlight learnings from recent incidents. In addition, local management and employees lead business line safety committees, daily huddles, and short team meetings, reinforcing shared accountability for safety across the organization. The EHS team supports these efforts by providing tools, guidance, and data to align local actions with our global EHS objectives.

In 2024, the EHS team streamlined its intranet site to improve employee access to globally relevant training materials on general workplace safety, making them readily available in multiple languages. The team also developed new interactive global training for computer ergonomics, incident management, and formaldehyde safety.

EHS 2024 METRICS



ENVIRONMENTAL HEALTH & SAFETY MANAGEMENT SYSTEM



Supply Chain Management & Human Rights

Engaging Suppliers in Our Goals & Values

IDEXX is committed to working with suppliers aligned with our values and expectations. We have processes to evaluate supplier risk and strive to continuously improve the way we approach supplier relationship management. We are also exploring ways to reduce our environmental impact by engaging with our suppliers and logistics providers. We disclose our supplier expectations in the [IDEXX Supplier Resource Center](#) to communicate to all our suppliers how they contribute to our corporate responsibility goals.

Human Rights, Product Compliance & Supply Chain Transparency

We maintain a Supplier Code of Conduct that is posted in our IDEXX Supplier Resource Center. It was developed based on the International Labour Organization core conventions, the United Nations Guiding Principles on Business and

Human Rights, and industry best practices, and it serves as a foundation for our supply chain policies and procedures, setting minimum requirements for business conduct. Among other things, the Supplier Code of Conduct outlines our expectations regarding our suppliers’ hiring and employment practices, treatment of workers, and the health and safety of their workers. Suppliers and other stakeholders are encouraged to report to IDEXX through our Ethics Hotline any behavior or activity they believe in good faith violates our Supplier Code of Conduct.

To ensure product quality and compliance, our global regulatory team takes a holistic approach to monitoring the regulatory landscape and developing companywide standards to meet or exceed applicable regulatory requirements. We continue to invest in technology to support our monitoring infrastructure, and we collect data across our supply chain to inform and enhance our decision-making and approach. We have also expanded our external engagement with cross-industry groups to further our understanding of broader industry impacts of the regulatory environment.

Our product compliance activities are aligned with applicable standards and regulations, including the EU Restriction of Hazardous Substances (RoHS) Directive and the EU Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) Regulation. We also comply with supply chain transparency regulations and disclosure requirements through our Modern Slavery Statement and Conflict Minerals Report. We are committed to meeting future regulatory obligations as the landscape evolves.

Ensuring Supplier Quality Management

We require our key suppliers to have quality management systems that comply with recognized industry standards, such as ISO 9001, and are aligned with our quality requirements, and we regularly conduct audits with our Tier 1 suppliers to verify their control systems meet all our requirements.



The Planet We Share



At IDEXX, we recognize the importance of protecting the planet and its relationship to animal and human health. Our efforts not only make good business sense today, but they will deliver meaningful future returns for our stakeholders. We continue to make progress toward achieving the goals we established in 2021.

HIGHLIGHTS + + + + + + +

Climate Mitigation, Adaptation & Resilience

- GOAL:** Reduce our operational GHG emissions (Scope 1 & 2) by 37.8% by 2030^{8,20}
- + Added more electric and hybrid vehicles to our commercial fleet, which is composed of over 35% electric and hybrid models
 - + Increased the use of energy-efficient lighting to 43% of sites based on global square footage, up from 36% in 2023
- GOAL:** Source 100% renewable electricity by 2030⁸
- + Signed two virtual power purchase agreements and initiated procurement of a third, signed in the second quarter of 2025, to add new, clean electricity to the North American and European energy grids
- GOAL:** Advance understanding of our Scope 3 GHG emissions^{8,21}
- + Completed a gap assessment and utilized a specialized software to enhance our Scope 3 data

Circular Economy & Product Stewardship

- GOAL:** Integrate sustainability considerations as required criteria for new product development and design⁸
- + Continued reviewing stakeholder sustainability needs as new product projects were initiated
- + Serviced or repaired over 34,000 instruments globally, leveraging regional repair depots to avoid more than an estimated 68,000 instrument shipments, as well as the associated emissions and packaging materials
 - + Conducted over 90,000 point-of-service upgrades to continuously improve product reliability for customers and extend life of IDEXX instruments

Sustainable Packaging & Transportation

- GOAL:** Reduce the amount of plastic and other material waste from current products and packaging⁸
- + Completed prototype testing of plastic-free boxes for enzyme-linked immunosorbent assay (ELISA) kits, which improves vial handling during shipping and is expected to save up to 1,300 pounds of plastic annually
- + Set a new standard service level for North American shipments in partnership with our customers, moving from next-day to two-day shipping, with 75% of eligible North American shipments delivered via two-day shipping, reducing overnight air shipments

Responsible Internal Waste & Water Use

- + Continued waste determination assessments to ensure optimal sorting and disposal of waste according to waste streams
- + Continued to use water-saving technologies at our main U.S. campus facilities



Climate Mitigation, Adaptation & Resilience

Greenhouse Gas Emissions Reduction Strategy

IDEXX is committed to long-term management of our environmental impacts and immediate actions that support our goals. We established goals related to GHG emissions in 2021, including reducing our Scope 1 & 2 GHG emissions by 37.8% by 2030,²⁰ sourcing 100% renewable electricity by 2030, and advancing understanding of our Scope 3 GHG emissions.²¹ Since setting our targets, we have developed and invested in strategic GHG emissions reduction programs focused on renewable electricity, energy efficiency of buildings, and improving the fuel efficiency of our commercial vehicle fleet. We also completed a gap assessment and continued to enhance our Scope 3 data through the use of specialized software in preparation for future reporting.

Metrics	2021 baseline	2022	2023	2024
Scope 1, MT CO ₂ e	16,646	16,135	16,458	18,461
Scope 2, MT CO ₂ e	17,381	18,014	18,557	20,236
Scope 1 & 2, MT CO₂e	34,027	34,149	35,015	38,697
Building intensity (MT CO ₂ e/1,000 square feet)	11.32	11.00	10.08	11.49

In 2024, our overall GHG emissions went up by 10.5%, driven largely by increased energy consumption at the Horizon Center in Scarborough, Maine, which became fully operational in 2024. While our most impactful emissions reduction projects did not take effect in 2024, we were able to mitigate our GHG emissions growth through our strategic initiatives in renewable electricity; electric and hybrid vehicles; and energy efficiency and conservation, and we remain on track to meet our GHG emissions reduction goal by 2030. The projected contribution of these initiatives toward meeting our GHG emissions target are updated on an annual basis as we review our projections and allocation of resources.

Renewable Electricity

Projected Contribution to GHG Emissions Target: 80%–85%

Sourcing 100% renewable electricity is a stand-alone goal for IDEXX and part of our broader emissions reduction strategy. In 2024, we signed two virtual power purchase agreements (VPPAs) and initiated the procurement of a third, which was signed in the second quarter of 2025. Through these VPPAs, IDEXX partners with renewable energy developers to bring new, clean electricity to the power grid.

Virtual Power Purchase Agreements

Agreement	Energy Type	Location	Amount	Anticipated Online Date ²²	Estimated Annual GHG Reduction
VPPA 1	Solar	North America	20 Megawatts	2026	13,000 MT CO ₂ e
VPPA 2	Solar	North America	20 Megawatts	2027	10,000 MT CO ₂ e
VPPA 3	Solar	Europe	5 Megawatts	2026	2,000 MT CO ₂ e

IDEXX also utilizes green supply contracts with utility providers to source clean energy in certain locations. We expect that with these contracts, and assuming each of the VPPA developments come online, we will be able to source enough renewable electricity to cover 100% of our North American and European electricity consumption, which is approximately 90% of our global consumption. We are currently evaluating renewable electricity options for our remaining sites in Asia, Australia, and Latin America.



Electric & Hybrid Vehicles

Projected Contribution to GHG Emissions Target: 10%–20%

IDEXX continues to transition our commercial fleet to hybrid and electric vehicle models. Overall, the proportion of our global commercial vehicle fleet made up of hybrid and electric vehicles increased from 20% at the end of 2023 to over 35% at the end of 2024. In North America, hybrid cars have become the default model for employees with company-owned vehicles. The improved gas mileage of the newer hybrid car models compared to previous models reduces fuel usage by about 30%. In 2024, we also piloted an electric vehicle model for use in our commercial fleet, and we plan to assess expanding the EV program in 2025. IDEXX is supporting this transition by funding home EV charger installation for interested and eligible drivers in the U.S. and Europe.

35%+

Proportion of our global commercial fleet made up of hybrid and electric vehicles



Energy Efficiency & Conservation

Projected Contribution to GHG Emissions Target: < 5%

Improving energy efficiency across our facilities remains a key priority. IDEXX made many energy consumption improvements in 2024, which can be grouped into three categories:

- + **HVAC equipment and infrastructure upgrades:** At some of our largest global facilities, we made upgrades to HVAC system parts and compressors, improved building and pipe insulation, and utilized energy management systems to better optimize heating and cooling. This includes our main U.S. campus, multiple buildings in the UK, and buildings in Germany, France, Spain, and Italy.
- + **LED lighting upgrades:** Each year, we transition more facilities to LED lighting in an effort to reduce electricity consumption. With new LED lighting projects completed in 2024, the percentage of sites using energy-efficient lighting improved to 43%, from 36% in 2023, based on global square footage.
- + **Process changes:** By making simple changes to the way we operate, we are able to impact our energy footprint without installing new technology. For example, offices in the Netherlands and the UK reduced building open hours in line with hybrid work schedules. Some sites have also adjusted weekend building temperatures and light sensors to limit unnecessary consumption.

Sustainable Commuting

IDEXX aims to support sustainable ways for employees to commute to and from work. In 2024, we installed new EV chargers in parking lots at several locations, including our main U.S. campus. Over 50% of on-site employees work at a location with EV chargers available.

Our offices in Hoofddorp, Netherlands, and the new core lab in Brisbane, Australia, are located within close proximity to public transportation. Additionally, the Netherlands, office and distribution center are connected by an electric shuttle, which logged over 10,000 round trips in 2024. In recent years, IDEXX has also prioritized bike transit, ensuring our Brisbane lab and Hoofddorp office are connected to local bike paths.

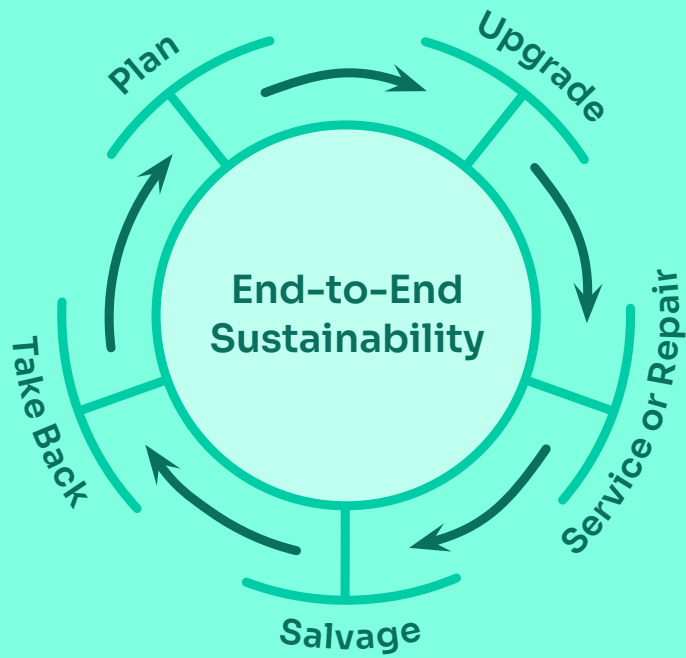
IDEXX Sustainability Community

One of IDEXX’s newest ELCs, the Sustainability Community, allows employees from around the globe to participate in our sustainability work. The community, established in 2024 and open to all employees, holds educational events, partners with local organizations, and mobilizes employees to identify environmental actions throughout the company.



Circular Economy & Product Stewardship

We are taking an end-to-end approach to integrate sustainability considerations for our products, from the new product development and design stage—where we seek to optimize packaging and minimize use of materials of concern—to incorporating features that enable us to upgrade, rather than replace, products or take back and recycle them, as appropriate.



Plan

Our new product development teams review stakeholder sustainability needs when new product projects are initiated. This includes the consideration of sustainability compliance; environmental and/or human health impact of materials; regional safety and product compositions laws; and the number of parts in an instrument to improve reliability. Reducing the number of parts in our instruments lowers the risk of breakdown and simplifies repair, while reducing the weight of our instruments avoids additional transportation emissions. After a product launches, IDEXX monitors changing global regulations related to the environmental or human health considerations that may impact existing products on the market. We continue to expand our technology and global networks to increase visibility to new or evolving laws that may impact our products or the materials used in our products.

We have policies in place to monitor and mitigate not only our own use of substances of concern but also our suppliers’ and vendors’ use. In all new product development, alternative options must be assessed, and where use of a substance of concern is deemed necessary, it is escalated for executive review.

Upgrade

IDEXX conducts point-of-service upgrades to continuously improve product reliability for customers. Improved reliability means longer instrument life (less new waste), fewer repairs, and a reduction in associated shipping and packaging (energy and materials) over the lifetime of the product. Over 90,000 point-of-service upgrades were performed globally in 2024 on select IDEXX instruments.

+90,000

Point-of-service Upgrades

Service or Repair

Our 11 Service Operations sites located around the world allow us to improve repair cycle times, reduce transportation emissions, and enhance product expertise and repair capabilities in all regions. IDEXX uses quality-certified repair procedures for over 30 instruments able to be serviced through our process. During a service repair, we repair the issue and replace other functioning parts with more up-to-date and reliable versions, greatly improving the overall reliability of the instrument and, over time, creating an upgraded and more reliable global instrument base. These teams serviced or repaired over 34,000 instruments in 2024, 36% of which were completed at non-U.S. locations.

+34,000

Instruments Serviced or Repaired

Salvage

Salvaging parts is a component of the end-of-life plans for IDEXX legacy instruments. During the last years of life for a product, we can use the “excess” instruments in inventory to salvage parts for use in repairs coming in from existing customers. This significantly reduces the amount of new materials required to support customers during the final years legacy instruments are in operation.

Take Back

IDEXX provides recycling and take-back services for our electrical products in the EU in accordance with the [Waste Electrical and Electronic Equipment \(WEEE\) Directive](#), allowing customers to send old equipment for recycling on a one-for-one, like-for-like basis (depending on the country) or send equipment back for recycling when it ultimately becomes waste.

Sustainable Packaging & Transportation

Optimizing Logistics

Transporting goods to customers is another area where IDEXX is working to mitigate environmental impact. While it is necessary to get products to customers quickly, we recognize that shipping products by air is the most emissions-intensive form of transportation. In 2023, after consulting with and understanding the needs of our customers, IDEXX set a new standard service level for North American shipments, moving from next-day delivery to two-day delivery. Over the course of 2024, the first full year of implementation, we estimate that this change yielded a 21% reduction in transportation emissions for eligible customer deliveries in North America.

In 2024, IDEXX completed a rigorous procurement process to reduce our overall number of freight forwarders from 18 to three. One goal in making this change was to ship product as sustainably as possible, choosing ocean shipping over air whenever product quality would not be compromised by the longer travel times, as shelf life is a limiting factor when choosing a shipping method. Reducing the volume of freight forwarders has allowed us to streamline the management of these relationships and ensure that we take advantage of the most sustainable practices and reporting tools available to us.

Packaging Improvements for ELISA Kits

In 2024, we completed prototype testing of plastic-free boxes for our product line of ELISA kits, which are used for the detection of diseases in ruminants, equine, swine, cervids, and poultry, and for the detection of pregnancies in ruminants, including sheep, goat, and water buffalo. Previously, reagent vials were secured in place using a plastic tray, which we replaced with a cardboard insert. The new design improves vial handling during shipping and is expected to save up to 1,300 pounds of plastic annually. For certain products, we were able to reduce the volume of the box by approximately 40%. Together, these improvements resulted in reduced production waste and more efficient storage and shipping. We began shipping ELISA kits in the new packaging globally in early 2025.



1,300

Pounds of plastic expected to be saved annually through new ELISA kit design





Responsible Internal Waste & Water Use

Efficient Water Use

As a company that enables clean water for more than 2.5 billion people, we take our commitment to responsible water use seriously. We continue to support a wide range of water-saving technologies at our main U.S. campus facilities, including a rooftop rainwater collection system, low-flow toilets, waterless urinals, and touchless faucets. These technologies are also standard practice for all new buildings that IDEXX constructs.

In 2024, we conducted a waste determination assessment in the U.S. to ensure optimal sorting and disposal of waste according to waste streams established by local regulations. The assessment, which focused on medical waste, identified waste reduction opportunities at some locations while reinforcing employee awareness of the importance of proper waste handling and disposal.

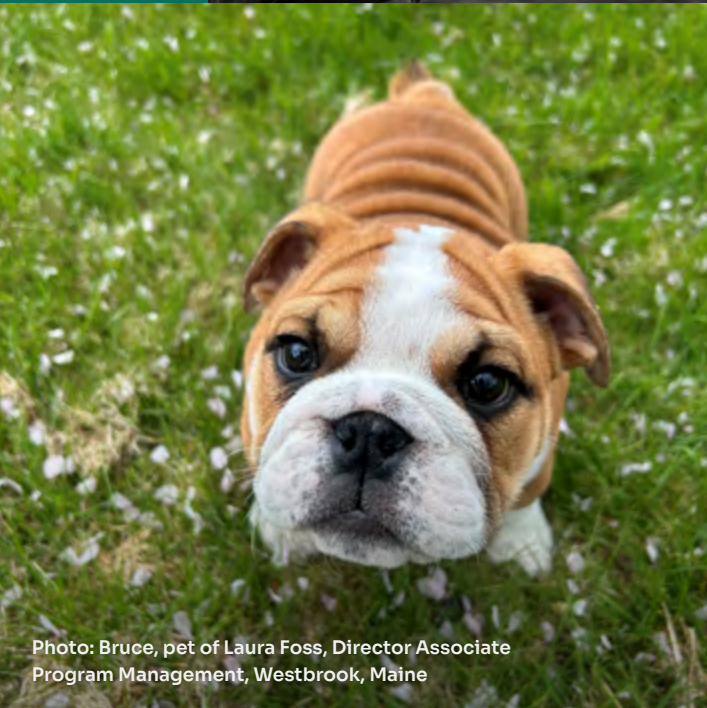
Reducing Plastic and Recycling e-Waste

IDEXX introduced new drinking water stations at our main U.S. campus to very favorable employee reaction. Since their introduction in late 2024, the stations have diverted the equivalent of over 100,000 bottles of water.

IDEXX partners with a local e-waste organization in Portland, Maine, to ensure our e-waste is either disposed of responsibly or repurposed after the removal of intellectual property. In 2024, 4,400 IT devices were repurposed for organizations or individuals with hindered access to technology.

Continuous Improvement for Waste Reduction

We use management systems based on the ISO 9001 and ISO 14001 standards to track and improve performance at our manufacturing sites. We aim to comply with applicable environmental regulations and other requirements and investigate any noncompliance to identify the root cause and take action to mitigate future risk. This approach reinforces our commitment to ensure we minimize the impact of our operations on the environment and continually set goals for improvement.



4,400

IT devices repurposed for organizations or individuals with hindered access to technology

Photo: Bruce, pet of Laura Foss, Director Associate Program Management, Westbrook, Maine

Amplifying Our Impact

Our global giving initiatives support climate adaptation, clean water, and community engagement with the aim of making a positive difference for the planet we share.



Photo: charity: water

charity: water

The IDEXX Foundation’s funding of a three-year initiative with **charity: water** supported the construction and local programming of 32 water points, including wells and piped system tap stands, in six countries. These water points provide an estimated 11,000 people with access to clean water for household use, livestock, and community gardens.



Photo: Maine School of Science and Mathematics

Gulf of Maine Research Institute

IDEXX supported the **Gulf of Maine Research Institute Community Climate Action Program**, which delivers programming in climate literacy, community science, outreach, vulnerability assessments, climate action planning, and capacity strengthening across Maine and throughout New England.



Photo: Gulf of Maine Research Institute

+ + + + + + + +

Sebago Clean Waters

The IDEXX Foundation funded a three-year initiative with **Sebago Clean Waters** aimed at advancing forest conservation and watershed protection projects. In 2024, this initiative supported the conservation of 674 acres along the Sebago Lake watershed, a water source for over 200,000 people* in Greater Portland, Maine.

*Represents total drinking water supply population



Photo by: Cait Bourgault

Equipment Donation Program

IDEXX had been donating gently used furniture and equipment to registered nonprofit organizations since 2022, giving a second life to items that would otherwise be recycled or end up in landfills. In 2024, the program donated 175 pieces of non-IP equipment, as well as other lab supplies. This included a donation of over 30 lab benches and other furniture to the **Maine School of Science and Mathematics**.

“This space will be a tremendous lift for our students ... you [can] see how energized everyone is by this change.”

—**Rob Constantine**
Executive Director,
Maine School of Science and Mathematics

+ + + + + + + +



Photo: Justdiggitt

Justdiggitt

The IDEXX Foundation supported **Justdiggitt** climate adaptation projects in northern Tanzania, a multiyear initiative that has benefited an estimated 11,800 people in the region. Funding has contributed to the cumulative restoration of over 150 hectares of land through the establishment of over 3,000 water-harvesting trenches to help harvest rainwater, reduce erosion, and contribute to water availability for plant growth. Lastly, multiple enterprises that aim to grow and produce grass seed were set up, of which approximately 80% are managed by women.

Governance, Policies & Systems Infrastructure

Aligned with our Purpose and Guiding Principles, we aim to lead responsibly and ethically—ensuring transparency, integrity, and accountability are at the center of everything we do at IDEXX. This commitment is fundamental to how we operate—ensuring we create long-term value for our stakeholders—and extends from our Board of Directors and executive leadership to all our employees.

In addition, we recognize that strong governance, policies, and systems infrastructure are necessary to align our corporate responsibility goals and initiatives with our business strategy and Purpose, execute those goals and initiatives, and disclose meaningful sustainability data.

We are committed to regularly assessing and, as necessary or appropriate, enhancing our governance practices, policies, and systems infrastructure based on our learnings and the evolving environment. For example, in the coming years, we anticipate we will be subject to various sustainability-related requirements, including the EU CSRD and Corporate Sustainability Due Diligence Directive and California’s climate-related disclosure requirements. We are currently preparing to comply with these obligations, including ensuring appropriate controls and procedures are in place.

For more information regarding our governance of corporate responsibility and environmental, social, and governance matters, see our [Board Oversight](#) section.



2024 HIGHLIGHTS

Completed a CSRD Double Materiality Assessment

We completed a CSRD double materiality assessment in preparation for our disclosure obligations under the CSRD. With the assessment results, we are positioning IDEXX to comply with CSRD in a timely, efficient manner. In addition, we plan to use these results to further inform our future enterprise risk assessments and identify additional value creation opportunities for consideration.

Continued Effective Executive Succession Planning & Execution

Executive succession planning and talent development are integral to our long-term strategy for sustained value creation, and the Board oversees executive succession planning processes that management implements. In November 2024, we announced the planned retirement in June 2025 of our then Chief Financial Officer and the appointment of an internal candidate to succeed him, effective March 2025. This transition, including filling the role with an internal candidate, was the result of a thoughtful and orderly succession planning and talent development process executed by management with oversight by our Board.

+
+
+
+

Our Board of Directors comprises nine independent directors**, including our Independent Non-Executive Board Chair, as well as our CEO. Our Board has four standing committees composed entirely of independent directors. Our four standing committees are listed below:

- [+ Audit Committee](#)
- [+ Governance and Corporate Responsibility Committee](#)
- [+ Compensation and Talent Committee](#)
- [+ Finance Committee](#)

**Reflective of our Board of Directors as of July 10, 2025



Corporate Governance

Corporate Governance Framework

IDEXX is committed to sound corporate governance policies and practices and high ethical standards, and we believe that this commitment has contributed to our success in building long-term value for our shareholders and other stakeholders.

Our corporate governance framework includes corporate governance policies and practices, including [Corporate Governance Guidelines](#) and Board committee charters, as well as our [Code of Ethics](#). This framework provides the structure enabling our Board to provide effective oversight and counsel to IDEXX.

Our Board regularly reviews our corporate governance policies and practices in light of the evolving landscape to identify and implement best practices that will enable us to fulfill our Purpose and support the creation of exceptional long-term value.

Board Effectiveness

Our engaged Board has a diverse mix of complementary skills, backgrounds, experiences, and perspectives that enhances its overall effectiveness. Our Board is committed to ensuring its continued effectiveness through succession planning and refreshment.

Our Board is also committed to engaging annually in a rigorous and comprehensive 360-degree self-assessment process, onboarding new Board members through a robust and tailored orientation program, and providing access to relevant continuing education opportunities for Board members on an ongoing basis.

For more information about our corporate governance practices and the composition, backgrounds, experiences, and skills of our Board, see our [2025 Proxy Statement](#) or visit [Corporate Governance](#) at [www.idexx.com](#).

Board Oversight

Strategy & Risk Management

Our full Board reviews our corporate strategy, including innovation and customer engagement, as well as the results of management’s annual risk enterprise assessment. In addition, our full Board is responsible for ensuring the existence of appropriate succession plans for our CEO and other executive officers. Other important risk categories, such as cybersecurity and business continuity, are assigned to designated Board committees that report back to the full Board. For more information, see our [2025 Proxy Statement](#) and the [Managing Cybersecurity Risks](#) and the [Compliance & Risk Management](#) sections of this report.

Corporate Responsibility & Environmental, Social & Governance Matters

Our full Board oversees our overall strategy and management of material environmental, social, and governance risks and opportunities, and our Audit, Compensation and Talent, and Governance and Corporate Responsibility committees each support the Board on key environmental, social, and governance priority topics.

Cybersecurity

Our Audit Committee oversees our cybersecurity risk management program. For more information, see the [Managing Cybersecurity Risks](#) section of this report.

Executive Compensation & Human Capital

The Compensation and Talent Committee oversees the executive compensation program, policies, and practices and IDEXX’s key human capital and talent strategies and policies. For more information, see our [2025 Proxy Statement](#).

Legal & Ethical Conduct

The Audit Committee receives and reviews reports from management relating to potential or actual violations of our Code of Ethics, including those identified via submissions to the IDEXX Ethics Hotline, and the full Board exercises oversight over our compliance program for legal and ethical conduct. For more information, see the [Commitment to an Ethical Culture](#) section of this report.

Commitment to an Ethical Culture

Everything we do at IDEXX is guided by clear ethics policies and programs that are embodied in our Code of Ethics. We continue to advance our commitment to this Code by conducting our business with fairness and transparency and by building on our strong ethical culture that views compliance with our Code as a fundamental aspect of our growth and part of every employee’s responsibility.

Our Code of Ethics

At IDEXX, being ethical is part of who we are. Our [Code of Ethics](#) promotes honest and ethical conduct, such as avoiding conflicts of interest, complying with applicable laws and regulations, and representing IDEXX responsibly in the public arena.

The Code applies to IDEXX employees, contractors, and the Board of Directors. Every IDEXX employee receives annual training on the Code of Ethics and ethical business practices, as well as additional training related to their roles at IDEXX, both at time of hire and throughout their careers.

- Employees are expected to take time to do the following:
- + Understand our Code of Ethics and related guidelines and resources
 - + Ask if they have a question about the Code or its application to a particular situation
 - + Always act in accordance with our Code of Ethics and raise any concerns to their direct manager; a member of the Legal, Compliance, or Human Resources departments; or the IDEXX Ethics Hotline when they think something they encounter may be contrary to our Code



Annual

required refresh training for all employees with messaging from leaders across IDEXX

16

languages available for the Code of Ethics

95%+

of employees agree IDEXX conducts business with the highest ethical standards²³



Our Code of Ethics training program includes lessons on ethical business practices and how to report ethical concerns without fear of retaliation, and it reinforces that following IDEXX policies and procedures is a condition of employment. Our annual training program emphasizes different topics each year, and in 2024, it focused on nonretaliation, competition law, and conflicts of interest. We take appropriate action with respect to active employees who fail to complete the required Code of Ethics training in a timely manner. The supporting Code of Ethics Resource Guide provides the policies, procedures, guidelines, toolkits, training materials, and answers to common questions for each section of the Code. Employees are required annually to review and acknowledge their commitment to our Code of Ethics within our global human resources system.

In 2024, as part of our continuous efforts to further promote honest and ethical conduct, we continued to implement an automated tool and process for self-disclosing, resolving, and documenting potential conflicts of interest. This tool and process builds upon our previous initiative to adopt a stand-alone Conflicts of Interest Policy to provide additional guidance and guardrails for employees.

Compliance Accountability

Our global Compliance team is composed of highly-skilled legal professionals located across the world, with a mission to embed our Code of Ethics in all that we do in furtherance of our commitment to maintaining an ethical culture. Led by our Chief Compliance Officer, this team is responsible for building and maintaining a global, effective corporate program that ensures compliance with our Code of Ethics and other applicable policies, standards, and legal and regulatory requirements. Our Compliance team proactively partners with our businesses and other enterprise-wide functions to support the effective management of compliance risks and enable sustainable, compliant growth aligned with our Purpose and commitment to conduct business with the highest ethical standards.

Our Compliance Committee is composed of our Chief Executive Officer, Chief Financial Officer, Chief Human Resources Officer, General Counsel, and Chief Compliance Officer. Meeting quarterly, the Compliance Committee oversees and reviews corporate compliance-related risks, risk management activities, and compliance programs. For more information on Board oversight of our Code of Ethics, see our [2025 Proxy Statement](#).

Global Whistleblower Policy & the IDEXX Ethics Hotline

We aim to foster a culture where employees feel comfortable speaking up about any potential compliance issues they may encounter without fear of retaliation. Our Global Whistleblower Policy supplements the Code of Ethics and describes clearly how any employee may report ethical or other concerns. Our Code of Ethics training includes our strict nonretaliation policy and content to help leaders incorporate ethics into their day-to-day leadership and properly handle and escalate ethics concerns when they arise.

We maintain global reporting mechanisms, including the IDEXX Ethics Hotline, a resource available for employees to report concerns. When employees need ethical guidance or have concerns about potential violations, we strongly encourage them to speak to their direct manager; contact a member of the Legal, Compliance, or Human Resources departments; or file a report with the IDEXX Ethics Hotline.

The IDEXX Ethics Hotline is managed by a third-party vendor that provides toll-free 24/7 telephone helplines worldwide and web-based reporting tools in the reporter's respective local languages. The availability of the IDEXX Ethics Hotline is promoted globally via online and in-person training. Reporters can choose to submit their questions and concerns either with their name or anonymously, subject to local legal restrictions.

All incoming matters are assigned to designated members of the Compliance team, regardless of how they are reported, and are tracked, triaged, and referred for review. The types of reports and inquiries received from stakeholders vary and include matters regarding human resource issues, business integrity and conduct, conflicts of interest, and safety, health, and physical environment. IDEXX continuously monitors inquiry trends and reported concerns to inform communications and training plans, improve our internal processes, and strengthen key skills.

Compliance & Risk Management

Effective risk assessment and management are essential to the long-term sustainability of our business. We seek to maintain robust compliance policies and practices that, coupled with our commitment to an ethical culture, promote compliance with laws and regulations applicable to us. Under our risk management framework, we work to anticipate, assess, monitor, and manage issues to identify existing and emerging risks and opportunities. At IDEXX, risk assessment and management are embedded in our strategic planning and business processes, and our risk management framework provides our senior executives with visibility into risk changes over time to support informed decision-making.

Management’s Role in Assessing & Managing Risks

Our management team is responsible for our enterprise risk assessment and risk management on a day-to-day basis. Our Chief Audit Executive leads our annual enterprise risk assessment process, in partnership with our Chief Compliance Officer, to identify and understand IDEXX’s material risks and assess related risk management and mitigation strategies, structures, and practices. Presented to all our senior executives and our Board, the result of this annual enterprise risk assessment process supports IDEXX’s ability to continue to build a better, more resilient business.

We continue to advance the integration of sustainability-related risks into our enterprise risk assessment and management processes, as well as sustainability-related opportunities into our strategic and business planning. Discussion of what we believe are our most significant business risks is included in our Annual Report on [Form 10-K](#), and climate-related risks

and opportunities are highlighted in our [TCFD Index](#) in the Appendix of this report.

The Board oversees our risk management activities and our corporate strategy. For more information, see our [2025 Proxy Statement](#).

Global Anti-bribery & Corruption

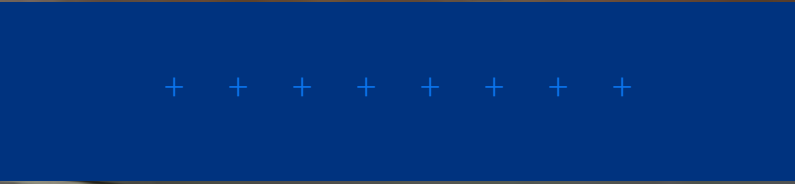
As a global company, we are committed to conducting business in accordance with the highest ethics standards. We are committed to complying with all applicable anti-bribery and corruption laws and regulations of the U.S., as well as all other jurisdictions in which we operate worldwide. Our [Global Anti-Bribery and Corruption Policy](#) and global anti-bribery and corruption program are designed to increase awareness among our employees, agents, and affiliates about applicable anti-bribery and corruption laws and to detect and remediate any potential violations of such laws. We prohibit bribes and facilitation payments; provide

operating guidelines addressing recordkeeping, approval procedures, and appropriate behavior; and require third-party agents to agree to conduct IDEXX business in accordance with our principles. We continue to evolve our anti-bribery and corruption audit and monitoring program, which allows us to evaluate the effectiveness of our internal controls and identify how to prioritize our future efforts through data-driven risk analysis.

Policy on Political Contributions & Public Policy Engagement

IDEXX has a long-standing practice of not using corporate funds, assets, or anything of value to pay, support, or oppose (directly or indirectly), or make independent political expenditures on behalf of or in opposition to, any political candidate or incumbent politician or any political party. IDEXX also does not maintain a political action committee. These practices are formalized in our [Policy on Political Contributions and Public Policy Engagement](#).





Policy on Corporate Social Initiative Support & Community Engagement

To promote ethical and lawful conduct relating to our corporate social initiatives and community engagement, we have also formalized practices and procedures applicable to charitable contributions, donations, or other activity in support of any IDEXX social initiatives or community engagement, or by our employees through our global volunteer program. These practices and procedures are contained in our Global Policy on Corporate Social Initiative Support and Community Engagement.

Protecting Personal Data Privacy

We respectfully handle the personal information of our employees, customers, suppliers, job applicants, website visitors, pet owners, and other business partners as part of our routine business operations. Our personal data privacy policies, standards, and procedures define our principles and approach for stewardship of personal information. They are aligned to common and evolving privacy principles derived from applicable privacy laws, such as the EU’s General Data Protection Regulation.

Our privacy program is overseen by our Chief Privacy Officer. This privacy program includes oversight by and routine engagement with a global and cross-functional personal data privacy steering committee that includes our General Counsel and Chief Compliance Officer. We endeavor to strengthen our compliance with existing and emerging global

personal data privacy laws and promote internal practices to ensure we are transparent in our communication of our privacy practices and how we process personal information.

See our [IDEXX Global Privacy Policy](#) to learn more about how IDEXX and its subsidiaries process personal data. The policy is available in multiple languages.

Global Trade Compliance

Sound trade practices underscore our commitment to ethical business behavior and compliance with applicable laws in accordance with the IDEXX Code of Ethics and our fundamental values and principles. We are committed to complying with all applicable trade sanctions and import and export laws and regulations of the U.S., as well as all other jurisdictions in which we operate worldwide. In addition, we do not participate in or cooperate with foreign boycotts against countries friendly to the U.S. Our internal Global Trade Compliance Policy and the supporting trade compliance program are designed to raise awareness among our employees, agents, and affiliates and to mitigate risk in such a complex and changing landscape.

Managing Cybersecurity Risks

Like other companies, we currently inhabit an environment of increasing global cybersecurity vulnerabilities and threats. We aim to effectively assess, identify, and manage material risks from these cybersecurity threats through our cybersecurity risk management program.

Our cybersecurity risk management program includes processes that incorporate and utilize certain principles from the National Institute of Standards and Technology Cybersecurity Framework and the Center for Internet Security—Top 18 Critical Security Controls—Control Level Framework. The program aims to protect and preserve the security, availability, integrity, confidentiality, and privacy of our information systems and information residing on those systems, and it includes controls and procedures for the prevention, identification, containment, and remediation of cybersecurity threats through the use of various technologies, tools, policies, standards, and practices. For more information about the features of this program and management’s role, refer to the discussion under “Item 1C. Cybersecurity” in our Annual Report on [Form 10-K](#) filed with the SEC on February 21, 2025.

Our Board has delegated responsibility for overseeing our cybersecurity risk management program to the Audit Committee. In accordance with its charter, the Audit Committee regularly reviews and discusses with management, including the Chief Information Security Officer (CISO), cybersecurity program assessments and audits, planned improvements and the status of any information security initiatives, as well as risks from cybersecurity threats pertinent to us and any previous cybersecurity incidents experienced by us, including any material impact or reasonably likely material impact on IDEXX, our business strategy, results of operations, or financial condition. In addition, the Audit Committee at least annually reviews and discusses with management, including the CISO, our

processes, policies, procedures, and protocols related to cybersecurity and information security. The Audit Committee provides reports to the Board at each regularly scheduled Board meeting of the matters it has recently addressed, including relating to the oversight of our cybersecurity risk management, and the full Board may participate, as warranted, in the Audit Committee’s sessions on cybersecurity risk management. Outside advisors also may meet from time to time with the Audit Committee or Board, as warranted, to review and discuss cybersecurity matters.

Ethical Marketing

Because our primary business is the manufacture, marketing, and sale of companion animal diagnostic products and services, government regulation of our marketing, promotional, and pricing practices is generally limited. However, IDEXX seeks to adhere to all applicable regulations and is committed to marketing our products and services ethically by presenting truthful claims regarding the capabilities of our products and services that are substantiated, where relevant, by peer-reviewed and third-party studies. We are driven by our mission to advance the standard of care for companion animals across the globe. Each country in which we do business has specific laws and regulations designed to ensure that products and services such as ours are safe and can be used appropriately. We comply with these laws and regulations with the licensing, registration, and other regulatory requirements that govern our ability to import, promote, and sell our products and provide our services.

Our global marketing team maintains an internal policy and process for review and approval of all promotional materials to ensure that these materials are accurate and clear, comply with applicable laws and regulations, and are consistent with our commitment to ethical marketing. This policy and process is available internally, and training is provided to applicable employees. In addition, IDEXX does not typically engage in direct-to-consumer marketing or advertising because our primary customers are veterinary service providers. Our interactions with veterinary service providers and other customers are governed by our [Code of Ethics](#), as well as our [Global Anti-Bribery and Corruption Policy](#).

Our pricing strategy is rooted in the value of our differentiated products and services and our desire to advance the standard of care for companion animals globally. We regularly review and calibrate our pricing strategy. IDEXX products and services pricing guides are provided to IDEXX’s direct and wholesale customers electronically or by mail. Product and services catalogs and pricing information can also be obtained by contacting an IDEXX sales representative and are accessible through IDEXX’s online ordering platforms. Typical terms include master terms and schedules, publicly available on our website [here](#). Price is affected by many factors, including but not limited to volume, geographic region of customer, and type of customer.

Business Continuity & Resilience

The resilience of our operations in the face of unplanned events is critical to our ability to continually meet the needs and expectations of our customers and employees and achieve long-term value creation for our stakeholders. We maintain a business continuity program using a structured framework and approach focusing on people, process, and assets, which spans across our operations, including, among other things, IT systems, reference labs, supply chain, distribution, logistics, and manufacturing.

We continually seek to invest in, strengthen, and mature our business continuity by incorporating key learnings from our responses to unplanned disruptions. We also identify risks through our annual enterprise risk assessment, and we aim to strategically prioritize initiatives to further enhance our business continuity program to address and mitigate risks.

Our Audit Committee has responsibility for overseeing our business continuity program at the Board level. At least annually, and from time to time throughout the year as warranted, management provides updates to the Audit Committee about the business continuity program, including progress against annual goals and planned initiatives and emerging risks and opportunities.

Artificial Intelligence

We believe our future success significantly depends on our ability to continue, on a cost-effective and timely basis, to enhance our existing differentiated product and service offerings, including by incorporating or continuing to incorporate AI into our products and services and associated business processes. In fact, AI is incorporated into several of our products, including the IDEXX inVue Dx™ Cellular Analyzer, which is an AI-enabled cellular imaging platform.

We are committed to using AI responsibly, ethically, and in accordance with applicable laws and regulations. Along with the emergence of generative AI, as part of our 2024 enterprise risk assessment, management reviewed with the Board relevant enterprise-level risks related to generative AI, as well as a governance framework and initiatives to monitor, oversee, and mitigate enterprise-level risks related to generative AI, including current and future operational, compliance, and regulatory risks.



Appendix

- + [Data Summary](#)
- + [Sustainability Accounting Standards Board \(SASB\) Index](#)
- + [Task Force on Climate-related Financial Disclosures \(TCFD\) Index](#)
- + [Index of Policies, Commitments & Disclosures](#)

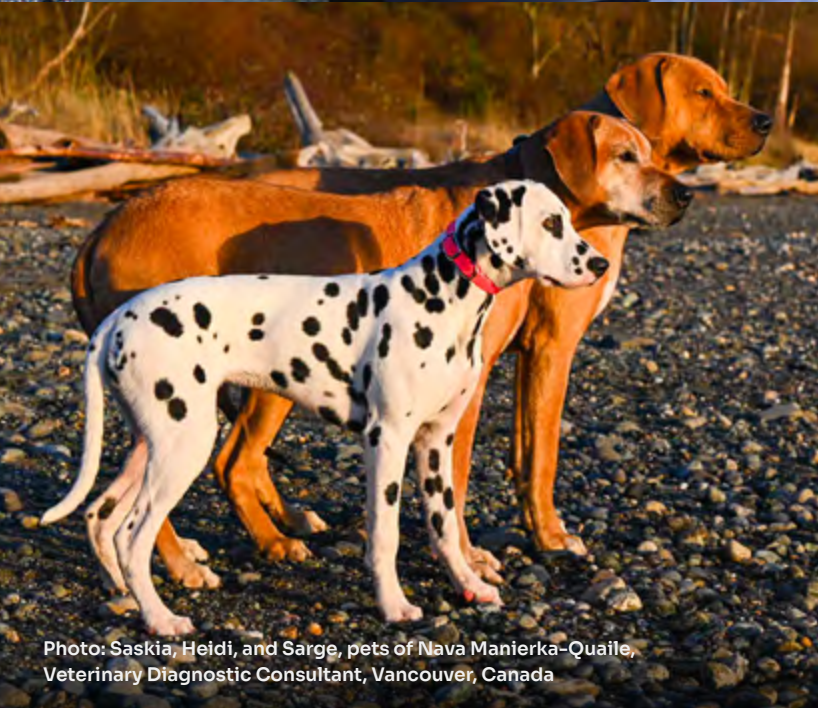


Photo: Saskia, Heidi, and Sarge, pets of Nava Manierka-Quaile, Veterinary Diagnostic Consultant, Vancouver, Canada

Data Summary

All data reflects metrics for the year ended December 31, 2024, unless otherwise noted.

Additional information is available in our Annual Reports on [Form 10-K](#) and [Proxy Statements](#) at [www.idexx.com](#).

Economic	2022	2023	2024	Reference	
Total Company Revenue, U.S. Dollars (millions)	3,367	3,661	3,898	About IDEXX IDEXX.com and Form 10-K	
Income from Operations, U.S. Dollars (millions)	899	1,097	1,128		
Research and Development, U.S. Dollars (millions)	255 ²⁴	191	220		
Total global locations	115+	115+	115+		
Customer locations, countries, and territories	175+	175+	175+		
Product Quality & Safety	2022	2023	2024	Reference	
FDA recalls issued, total units recalled ²⁵	0	0	0	Product Quality & Safety	
Products listed in FDA's MedWatch Safety Alerts ²⁵	0	0	0		
Fatalities related to products reported in FDA MAUDE ²⁵	0	0	0		
FDA enforcement actions ²⁵	0	0	0		
Environment	2022	2023	2024	Reference	
Greenhouse Gas Emissions, MT CO ₂ e					
Scope 1 (fuels, natural gas, refrigerants)	16,135	16,458	18,461	Climate Mitigation, Adaptation & Resilience	
Scope 2 (electricity use)	18,014	18,557	20,236		
Total Scope 1 & 2	34,149	35,015	38,697		
Scope 1 & 2 buildings (without vehicles)	27,501	27,221	31,231		
Square footage (millions) ²⁶	2.5	2.7	2.7		
Building emissions intensity (MT CO ₂ e/1,000 square feet)	11.00	10.08	11.49		
Energy Use, MWh					
Total energy use from renewable sources	3,909	5,619	7,621		
Total energy use from nonrenewable sources	58,631	62,902	67,388		
Total Energy Use	62,540	68,521	75,009		
Water Consumption					
Water use, cubic meters	87,820 ²⁷	81,968 ²⁸	83,055 ²⁹	Responsible Internal Waste & Water Use	
Water intensity (cubic meters/1,000 square feet)	71.94	71.82	68.15		

Governance data is as of the Annual Meeting of Shareholders in the indicated year unless otherwise noted.

Governance	2022	2023	2024	2025	Reference
Separate Board Chair and CEO	Yes	Yes	Yes	Yes	Governance, Policies & Systems Infrastructure
Independent Board Chair or Lead Director	Yes	Yes	Yes	Yes	
Voting standard in uncontested elections	Majority	Majority	Majority	Majority	
Resignation policy	Yes	Yes	Yes	Yes	
Board of Directors, % independent ³⁰	80%	80%	91%	89%	
Board of Directors, % women ^{30,31}	30%	30%	36%	33%	
Board of Directors, % racially or ethnically diverse ^{30,31}	20%	20%	27%	22%	
Annual Board self-assessment	Yes	Yes	Yes	Yes	
Inequitable voting rights	No	No	No	No	
Proxy access	Yes	Yes	Yes	Yes	
Poison pill	No	No	No	No	Proxy Statements
Board oversight of corporate responsibility and environmental, social, and governance matters	Yes	Yes	Yes	Yes	
Board oversight of cybersecurity risk management	Yes	Yes	Yes	Yes	
Board oversight of strategy	Yes	Yes	Yes	Yes	
Board oversight of risk management	Yes	Yes	Yes	Yes	
Stock ownership guidelines	Yes	Yes	Yes	Yes	
Clawback policy	Yes	Yes	Yes	Yes	
Anti-hedging and short sale policy	Yes	Yes	Yes	Yes	
Anti-pledging policy	Yes	Yes	Yes	Yes	
Policy on Political Contributions and Public Policy Engagement	Yes	Yes	Yes	Yes	
Monetary losses as a result of legal proceedings associated with bribery and corruption	No	No	No	No ³²	Commitment to an Ethical Culture
Monetary losses as a result of legal proceedings associated with false marketing claims	No	No	No	No ³²	

Sustainability Accounting Standards Board (SASB) Index

Primary SICS Industry: Medical Equipment and Supplies Industry

All data reflects metrics for the year ended December 31, 2024, unless otherwise noted.

General Issue Category	Accounting Metric	Code	Location
Affordability & Pricing	Ratio of weighted average of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	HC-MS-240a.1	IDEXX does not disclose this data. Governance—Ethical Marketing
	Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Governance—Ethical Marketing
Product Safety	Number of recalls issued, total units recalled	HC-MS-250a.1	Appendix
	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	HC-MS-250a.2	Appendix
	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	HC-MS-250a.3	Appendix
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-MS-250a.4	Appendix
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	Appendix
	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	Governance—Ethical Marketing
Product Design & Lifecycle Management	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	Planet—Circular Economy & Product Stewardship and People—Supply Chain Management & Human Rights
	Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	Planet—Circular Economy & Product Stewardship
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	Care—Product Quality & Safety and People—Supply Chain Management & Human Rights
	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	People—Supply Chain Management & Human Rights
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	People—Supply Chain Management & Human Rights
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	Appendix
	Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	Governance—Commitment to an Ethical Culture
Activity Metric	Number of units sold by product category	HC-MS-000.A	Quarterly Earnings Snapshot

Supplemental SICS Industry: Software & IT Services

Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of gender and racial/ethnic group representation for: (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	People—Talent & Development
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Task Force on Climate-related Financial Disclosures (TCFD) Index

Governance

Describe organization's governance of climate-related risks and opportunities.

Our full Board of Directors exercises oversight over our overall strategy and management of potentially material environmental, social, and governance risks and opportunities, including the physical and transition risks associated with climate change. The Governance and Corporate Responsibility Committee supports our Board in this oversight responsibility by periodically reviewing our key strategies, policies, programs, practices, risks, and opportunities relating to environmental sustainability matters. Our senior managers and executives brief the full Board annually regarding the results of our annual enterprise risk assessment, including risks related to climate change; periodically review our environmental sustainability strategy, policies, programs, practices, risks, and opportunities with the Governance and Corporate Responsibility Committee; and annually review our business continuity planning, which is affected by climate change-related issues, with the Audit Committee. Our senior managers and executives also brief the Board and its committees throughout the year, as warranted, on issues directly and indirectly related to climate change.

Our Executive Vice President (EVP), Global Operations and R&D, has executive oversight of our approach to environmental matters, including climate and energy. He also leads our Environmental Sustainability Steering Committee, which reviews quarterly climate-related issues and progress on environmental footprint reduction. The Environmental Sustainability Steering Committee includes senior management from Operations, Supply Chain, Legal, Human Resources, Technology, Research and Development, and key

business functions. Climate information is disseminated regularly from the Environmental Sustainability Steering Committee to our Corporate Responsibility Executive Committee, which includes the Chief Executive Officer (CEO), Chief Financial Officer (CFO), General Counsel, Chief Human Resources Officer, and other executives.

Our environmental sustainability team sits within the broader Corporate Responsibility team and is responsible for bringing recommendations, insights, and updates on environment-related disclosures, regulations, and footprint reduction to the Environmental Sustainability Steering Committee. This group is supported by our Global Corporate Responsibility team as a part of our integrated approach toward managing sustainability matters.

As we grow our environmental sustainability program, embedded employees and cross-functional teams are being developed that include facilities, commercial fleet, supply chain, research and development, and each of our lines of business. Embedded teams will accelerate our progress toward our environmental goals and assist with updates and recommendations provided to the Environmental Sustainability Steering Committee.

We continually monitor the external sustainability landscape and intend to refine our governance structures and frequency of Board and committee updates as needed.

Strategy

Describe the organization's climate-related risks and opportunities, their potential impact to organizational strategy, and related resiliency efforts.

IDEXX has conducted a climate-focused scenario analysis to identify key risks and opportunities. These risks include physical risks associated with climate change and transition risks that may result from regulatory change or a greater focus on climate issues by stakeholders across the marketplace. While IDEXX believes that many climate change-related issues may only affect us over medium- and long-term time horizons, one factor that poses short-term risk to our business is acute physical risk. As detailed in our risk table below, increased frequency and severity of extreme weather events could impact IDEXX suppliers, manufacturing locations, logistics, and/or customers in the short term. In response to this and all climate-related risks and opportunities we have identified, we developed a sustainability road map to support IDEXX's long-term value creation and incorporation of sustainability workstreams into core business processes. Key focuses of our plan include:

Impact Reduction

IDEXX is committed to reducing our operational GHG footprint, as detailed in the Metrics & Targets section of this TCFD Index. To achieve our emissions targets, we are focusing on energy efficiency projects, procurement of renewable energy, and transitioning our commercial fleet to more fuel-efficient options. Our plans to reduce environmental impact expand beyond Scope 1 & 2 emissions. We are incorporating sustainable design concepts and requirements into our new product development process, our plans for new buildings, and innovations for on-market products. We strive to utilize

recertified and refurbished instruments, when possible, to avoid new instrument production. To accomplish this, we are investing in instrument repair and upgradability to improve the customer experience while lowering our need for new materials.

Building Resilience

IDEXX is focused on resilience in the face of macroeconomic challenges. Supply chain continuity is being impacted by many factors, and climate change will only add to those risks. In response, IDEXX is improving visibility into its upstream supply chain and plans to expand supplier engagement to include more detail on environmental topics. IDEXX is also factoring potential weather-related disruptions into inventory and manufacturing planning. As we grow, we intend to continually consider climate-related risks and opportunities in how we expand our operations.

Stakeholder Engagement

Stakeholder engagement is critical for IDEXX to understand priority sustainability topics and take in all perspectives on the best path forward on environmental issues. We completed a CSRD double materiality assessment in preparation for our disclosure obligations under the CSRD and to learn more about the perspectives of our customers, employees, investors, suppliers, and other external stakeholders. We are currently engaged with key customers and suppliers on new workstreams that will help us become more sustainable in ways that are most beneficial to these important value chain partners. Continued stakeholder engagement will help IDEXX identify climate-related risks and opportunities proactively and incorporate them into our decision-making.

Task Force on Climate-related Financial Disclosures (TCFD) Index (Cont.)

Scenario Analysis

In 2022, IDEXX partnered with Business for Social Responsibility (BSR), a global nonprofit, to develop three scenarios for 2030, which explore climate-related risks and opportunities, third-party climate projections, and other key uncertainties relevant to IDEXX’s business. The scenario analysis process involved the following steps:

Understanding Context

BSR interviewed internal stakeholders to identify key trends that are shaping IDEXX’s future operating context. BSR conducted complementary research on trends (environmental, economic, social, political, and technological) relevant to IDEXX’s industry and geography. These were corporate consolidation, stakeholder expectations on sustainability, raw material accessibility, transportation and distribution, and impacts on the workforce.

Scenario Development

IDEXX leveraged a set of three 2030 climate scenarios developed by BSR for the We Mean Business Coalition with extensive input from the climate community. The scenarios were augmented with industry and geography trends and incorporated credible climate projections (approximately 1.5°C–4°C) for emissions reductions and climate impacts, as shown in Figure 2. Key variables assessed included GHG emissions, energy consumption, and carbon price physical impacts, including temperature change, heat wave, and rainfall.

Strategic Implications

A workshop was conducted with internal IDEXX stakeholders to identify the potential risks and opportunities for IDEXX within each scenario and identify interventions to enhance IDEXX’s resilience and refine its strategy.

We expect to continue to provide information annually on our plans to manage material climate-related risks and opportunities and plan to conduct an updated TCFD scenario analysis in 2025.

During the scenarios workshop, IDEXX also identified key interventions to improve strategic resilience. These insights and interventions have been reviewed by the Environmental Sustainability Steering Committee and are incorporated into IDEXX’s enterprise risk management process in order to ensure strategic resilience. IDEXX’s climate-related risks and opportunities are disclosed in detail in Figure 3.

Risk Management

Describe the organization’s processes for identifying, assessing, and managing climate-related risks.

Our executive leadership and Board of Directors are focused on effectively managing our strategic and business risks, including climate change-related risks. The process to identify and manage climate risk is integrated into our standard annual enterprise risk management program led by our Chief Audit Executive in partnership with our Chief Compliance Officer. We identify, monitor, assess, and communicate these risks to help inform our operating and investment decisions.

Metrics & Targets

Describe the metrics and targets used by the organization to assess climate-related risks and opportunities, including disclosure of GHG emissions.

As of 2022, IDEXX set a Scope 1 & 2 emissions reduction target of 37.8% reduction by 2030, using a 2021 baseline. IDEXX has compiled GHG emission footprint data since 2019. Our GHG emissions data are shown below.

Figure 1

Metrics	2021 baseline	2022	2023	2024
Scope 1, MT CO ₂ e	16,646	16,135	16,458	18,461
Scope 2, MT CO ₂ e	17,381	18,014	18,557	20,236
Scope 1 & 2, MT CO ₂ e	34,027	34,149	35,015	38,697

Although our GHG emissions increased based on continued business growth, we have made progress in several long-term projects that are planned to have a major impact on our GHG emissions between our baseline year of 2021 and our 2030 goal. Please see the [Planet We Share](#) section of our Corporate Responsibility report for more information on GHG reduction initiatives.

In addition to the Scope 1 & 2 emissions reduction target, we have set other environmental goals to reduce our impact and improve data collection and stakeholder engagement, as outlined in our corporate responsibility goals and commitments.

Scenario Details

IDEXX used the 2030 climate scenarios summarized in the table below in its 2022 scenario analysis.

Figure 2

Scenario Name	Walled World	Automation Acceleration	Resilient Rebirth
Key Parameters	A geopolitically fragmented world, a challenging economic situation, and scaled environmental shocks	A geopolitically fragmented world, a slow global economy, and ramping-up climate impacts	A recovering economy fully embracing the low-carbon transition in a cooperative way, still subject to environmental shocks
Temperature Assumptions (above preindustrial levels by 2100)	+4°C Rising emissions	+3°C Slowly declining emissions	+1.5°C Strongly declining emissions
Emissions Reduction Models	Representative Concentration Pathway 8.5	Representative Concentration Pathway 6.0	Representative Concentration Pathway 2.6
	Shared Socioeconomic Pathway 3 (high challenges to mitigation and adaptation)	Shared Socioeconomic Pathway 4 (low challenges to mitigation, high challenges to adaptation)	Shared Socioeconomic Pathway 1 (low challenges to mitigation and adaptation)
Physical Climate Impact Models	The World Bank Climate Knowledge Portal	The World Bank Climate Knowledge Portal	The World Bank Climate Knowledge Portal

Task Force on Climate-related Financial Disclosures (TCFD) Index (Cont.)

Figure 3

Risk Category	Time Horizon	Impact	Risk Description
Acute Physical	Short	Moderate	Risk of increased frequency and severity of extreme weather events As climate change impacts the severity and frequency of natural weather events, the risk grows that an event may impact our operations or supply chain. With suppliers, customers, and offices in all regions of the globe, IDEXX could be exposed to a number of changing weather patterns.
Policy & Legal	Medium	Low	Risk of new carbon pricing regulations With operations in more than 25 countries and plans to continue growth in global markets, IDEXX’s energy costs could be impacted by current or future regulation of carbon and energy markets.
Market	Medium	Moderate	Risk of scarcity of raw materials Increased competition for critical raw materials and potential for geopolitical trade barriers and supply chain disruption could challenge IDEXX’s ability to maintain its supply of critical components. This risk could lead to a higher probability of outages and higher costs to procure raw materials for our products.
Reputation	Medium	Low	Risk of stakeholder scrutiny of climate-related issues Expectations of sustainable operations, products, and supply chain could increase over time. This risk includes the possibility of customers making purchasing decisions based on environmental preferences, as well as current and prospective talent choosing employers based on sustainability performance.
Chronic Physical	Long	Moderate	Risk of rising temperatures and sea level Chronic results of climate change, such as higher average temperatures and rising sea levels, could impact IDEXX’s workforce and customer base in certain regions. Higher average temperatures could threaten worker productivity and product functionality. Rising sea levels could disrupt supplier and/or customer operations.

Definitions:
Time Horizon: Short (0–3 years), Medium (3–10 years), Long (10–30 years)
Financial Impact: Low, Moderate, High

Opportunity Category	Time Horizon	Impact	Opportunity Description
Resource Efficiency	Short	Moderate	Efficient buildings and transportation operations Improving the energy efficiency of our buildings and establishing efficiency requirements for new buildings will allow IDEXX to reduce the cost of utilities. Similarly, transitioning our commercial fleet to hybrid and electric vehicles will reduce fuel costs.
Resource Efficiency	Medium	High	Development of resource-efficient products Smaller and more efficient products can reduce costs associated with procurement, shipping, and operations. IDEXX is already making significant strides in this area. New analyzers are made using fewer parts and weighing less than their predecessors, and multitesting innovations are allowing our labs to conduct more tests in less time and using less equipment.
Products & Services	Medium	Moderate	Incorporation of eco-design and circular economy Resource constraints and sustainability expectations could dictate the use of fewer raw materials. IDEXX could capitalize on this market shift through our products that are designed for longevity and our network of regional service depots that can repair products and send them back into local markets.
Markets	Long	Moderate	New and expanded diagnostic markets Climate change has the potential to increase tick-borne and waterborne diseases, both in terms of regional reach and overall cases of disease. IDEXX is in a position to help new regions combat higher levels of disease associated with ticks and water.
Resilience	Long	Low	Flexible point-of-care solutions Climate disruptions and other market trends may create customer preferences for at-home or in-clinic tests. Using cloud-enabled technologies, IDEXX can support our customers with diagnostic results through multiple modalities and delivery channels.
Resilience	Long	Low	Flexible workforce Hybrid and remote work employment models represent opportunities for IDEXX to adapt to evolving customer needs. Teleradiology, artificial intelligence, and machine learning solutions can build resilience for our customers by enabling remote work.

Index of Policies, Commitments & Disclosures

[Code of Ethics](#)

[Commitment to Inclusion and Equal Opportunity for All](#)

[Conflict Minerals Policy](#)

[Corporate Governance Guidelines](#)

[Equal Employment Opportunity Statement](#)

[Ethics Hotline](#)

[Form SD and Conflict Minerals Report](#)

[France Gender Pay Gap Report](#)

[Global Anti-Bribery and Corruption Policy](#)

[Global Privacy Policy](#)

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[Sustainability Accounting Standard Board \(SASB\) Index](#)

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[Transparency in Coverage—MRF](#)

[UK Gender Pay Gap Report](#)

[UK Tax Strategy](#)

[Workplace Gender Equality Report, Australia](#)

(Select IDEXX in Employer Results)

Note: The policies, commitments, and disclosures on this page may be updated from time to time and, when accessed at a future date following the publication of this report, may not correspond with the reporting period covered by this report. For more information, visit Corporate Responsibility at [idexx.com](#).



Photo: Doc, pet of Kevin Roughton, Corporate Accounts Operations, Westbrook, Maine

Forward-looking Statements

This report contains “forward-looking statements” as that term is defined in the Private Securities Litigation Reform Act of 1995. These statements are based on management’s current expectations or forecasts of future events, are based on current estimates, projections, beliefs, and assumptions, and involve significant risks and uncertainties, which may cause actual results to differ materially from those set forth in, or implied by, the statements.

Forward-looking statements may be identified by the use of words such as “aim,” “anticipate,” “believe,” “could,” “continue,” “estimate,” “expect,” “intend,” “may,” “objective,” “plan,” “potential,” “project,” “seek,” “should,” “target,” “will,” comparable words or phrases, the negative version of these words or phrases or by the use of future dates in connection with any discussion of future performance, actions, or events. Forward-looking statements contained in this report include

our corporate responsibility goals, targets, and commitments, the description of actions, plans, or steps we expect or intend to take, or are currently taking, to achieve those goals, targets, and commitments, including initiatives related to our GHG emission reduction strategy, anticipated completion and commercial operation of renewable energy projects under VPPAs, planned launch of new parasite and disease and prevalence maps in Europe, planned launches of products and services, anticipated expansions of product menus and capabilities, and climate-related opportunities identified as part of our scenario analysis. In addition, with respect to opportunities identified in our scenario analysis or otherwise described in this report, we may not capitalize on some or all of the opportunities in the time horizons indicated or at all, and if we do seek to capitalize on such opportunities, we may not do so satisfactorily, or such opportunities may not have the intended impact or benefits to us.

No forward-looking statement can be guaranteed, and actual results may differ materially from those expressed or implied in these forward-looking statements. You should not place undue reliance on forward-looking statements, which speak only as of the date of this report. We undertake no obligation, and expressly disclaim any obligation, to publicly update any forward-looking statement, whether as a result of new information, future events, or otherwise. Forward-looking statements should be carefully evaluated together with the many risks and uncertainties that affect our business, including, among others, those mentioned in the risk factors and cautionary statements in our 2024 Annual Report on [Form 10-K](#), and that are otherwise described or updated from time to time in our subsequent filings with the U.S. Securities and Exchange Commission.

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¹ Data on file at IDEXX Laboratories, Inc. Westbrook, Maine USA: Data based on testing performed at IDEXX Reference Laboratories in North America between November 1, 2024, and December 6, 2024. *Analysis Report: IDEXX Cancer Dx Validation, 100282* [008_CancerDx-Validation-Report-2.Rmd].

² Data on file at IDEXX Laboratories, Inc. Westbrook, Maine USA: The Catalyst SmartQC Control procedure is up to 90% faster when compared to the previous quality-control procedure for the Catalyst chemistry analyzers.

³ Self-reported volunteer hours from global employees.

⁴ For information on IDEXX’s “Other” operations as well as research and development expenses, please refer to the Company’s Annual Report on Form 10-K for the year ended December 31, 2024.

⁵ The IDEXX Foundation is a donor-advised fund (DAF) administered by a national donor-advised fund sponsoring program. Grant recommendations are subject to the review and approval of the DAF sponsor.

⁶ Global social initiatives include recommended grants from the IDEXX Foundation and contributions (including but not limited to free SNAP tests) from corporate lines of business.

⁷ Impact metric relies on data provided by organizations outside of IDEXX.

⁸ Goal as stated in our 2021 Corporate Responsibility Report.

⁹ Goal completed as of 2023 reporting period.

¹⁰ Data on file at IDEXX Laboratories, Inc. Westbrook, Maine USA.

¹¹ Includes STEM professional and technical support roles in computer and math (e.g., software developers), engineering (e.g., process engineers), and physical and life sciences (e.g., senior scientists); veterinary professionals (e.g., clinical pathologists, professional service veterinarians, or medical laboratory technicians); and STEM managerial roles (e.g., laboratory managers).

¹² Goal launched in our 2024 Corporate Responsibility Report.

¹³ Data regarding gender is based on self-identification by our global employees and use gender categories that align with U.S. government reporting requirements.

¹⁴ Employees in people leadership roles (all levels).

¹⁵ For eligible employees as applicable by local guidelines.

¹⁶ All data from Spring Health is reported in aggregate; individual employee data remains confidential.

¹⁷ Recordable Incident Rate (RIR) is the number of employees per 100 full-time employees that have been involved in a recordable injury or illness.

¹⁸ Safety records include employees and contract workers.

¹⁹ Lost time incident rate (LTIR) is the number of incidents that result in time away from work per 100 full-time employees.

²⁰ Emissions target is based on 2021 data as a baseline.

²¹ Continuing to leverage initial Scope 3 screenings to gather a more complete picture of value chain emissions and opportunities to reduce our impact.

²² GHG reduction will only be partially realized in the year development comes online.

²³ Data on file at IDEXX Laboratories, Inc. Westbrook, Maine USA: 2024 Annual Employee Ethics Survey (percentage who responded positively to the statement: *We conduct our business with the highest of ethical standards.*)

²⁴ \$255 million includes approximately \$80 million in discrete R&D investments in 2022.

²⁵ OPTI Medical products are subject to FDA regulations.

²⁶ Square footage in accordance with GHG Protocol.

²⁷ Water consumption for 48% of square footage.

²⁸ Water consumption for 42% of square footage.

²⁹ Water consumption for 45% of square footage.

³⁰ After giving effect to the election of Joseph L. (Jay) Hooley to the Board, the percentages of our Board comprising independent directors, women and racially or ethnically diverse individuals as of July 10, 2025 are 90%, 30%, and 20%, respectively.

³¹ Based on self-identification by members of the Board of Directors.

³² For the five-month period ended May 31, 2025.

