

2025 Corporate Responsibility Report

LILLY, PET OF PHILIP ROGAN, DIRECTOR ASSOCIATE, GLOBAL REFERENCE LAB MASTER DATA AND STANDARDIZATION, WESTBROOK, MAINE



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.

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BERSI, PET OF DIANA JAECKH, MEDICAL LABORATORY TECHNICIAN III, KORNWESTHEIM, GERMANY

About this Report

Our 2025 Corporate Responsibility Report describes our commitments, highlights our progress toward our goals, and offers insights into initiatives that are intended to enhance the health and well-being of pets, people, and livestock.

Our corporate responsibility goals and initiatives are aligned with our Purpose and business strategy and informed by stakeholder perspectives. This report highlights the topics that we believe are relevant to our business and stakeholders. We use well-established reporting standards, generally aligned with frameworks such as those released by the [Sustainability Accounting Standards Board \(SASB\)](#), as detailed in our [Appendix](#), and the Task Force on Climate-related Financial Disclosures (TCFD), which we used to prepare our [Climate-related Financial Risks and](#)

[Opportunities Disclosure](#) that can be found on [Corporate Responsibility at idexx.com](#). Unless otherwise noted, all information and data in this report is as of December 31, 2025, or for the period from January 1, 2025, to December 31, 2025, as applicable. Throughout the report, clicking an endnote number will open a pop-up displaying 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 2025 Annual Report on [Form 10-K](#) and our [2026 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 any other regulatory authority; 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, and 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.



MIKE ERICKSON
PRESIDENT AND CHIEF
EXECUTIVE OFFICER (CEO),
IDEXX LABORATORIES, INC.,
WITH PET DOG LOKI

Message from Our CEO

At IDEXX, we are purpose-driven to enhance the health and well-being of pets, people, and livestock.

As CEO, I feel grateful and deeply responsible for carrying our Purpose forward. Every day, it comes to life through the dedication of our teams and the trust our customers place in us, across veterinary practices, public health laboratories, and on farms around the world.

Corporate responsibility is central to how we grow, innovate, and create long-term value. We align our priorities with our business strategy because we recognize that positive impact and strong business performance go hand in hand. The same actions that help us serve customers, attract and retain exceptional

talent, drive innovation, and operate efficiently also create long-term value for shareholders.

By advancing animal health, helping safeguard water quality, and applying innovation thoughtfully to real-world needs, we are focused on making a meaningful and lasting difference in the world we share.

This report reflects the progress underway, the impact of our people and customers, and our continued commitment to advancing our Purpose with focus, humility, and care.

The Care We Advance

We are living in a time of extraordinary change, where the pace of scientific discovery and emerging technologies is accelerating across every sector we touch. Our role is to advance diagnostics, data science, artificial intelligence (AI), and software to expand what care teams can see and do, which helps them identify disease sooner and deliver care with greater precision and impact. Our role allows us to design solutions that serve their expertise, freeing time, supporting judgment, and strengthening the human connection at the center of care.

It is this belief that shapes how we invest: in tools and technologies that naturally fit into daily work and in biomarkers and assays that bring critical and chronic disease into focus sooner. By advancing these capabilities together, we are giving teams the clarity to guide clinical decisions and the many conversations with customers that follow.

Nowhere is this more urgent than with canine cancer, one of the industry’s greatest unmet needs, where it is often found late. In 2025, we set out to change that with the IDEXX Cancer Dx™ Panel, a highly sensitive blood test that screens for multiple cancers, starting with lymphoma and expanding in 2026 to mast cell tumors, some of the most common

cancers in dogs.¹ As IDEXX Cancer Dx testing reaches clinics across North America and many international geographies, it is changing how and when cancer is found, bringing earlier insight to veterinarians and more time to the families who face it. Over the next three years, we will continue to broaden its reach, expanding access and addressing additional cancer types.

At the same time, we are also changing what is possible inside the clinic. The IDEXX inVue Dx™ Cellular Analyzer, already an essential tool for routine blood and ear evaluations, has expanded its slide-free workflow to offer fine needle aspirate (FNA) cytology for mast cell tumors, allowing veterinarians to assess skin masses and get answers while pet owners are still present. This integration connects screening and diagnosis in real time, with expert reviews available when needed, helping teams address cancer and other conditions with greater speed and confidence.

As detection and diagnosis move earlier and closer to the patient, what clinicians can see clearly, safely, and in real time becomes just as critical. ImageVue™ DR50 Plus Digital Imaging System brings together high-definition imaging, advanced AI, and the industry’s lowest radiation dose, setting a new benchmark for image quality and safety that protects patients and practice teams.

Across all these advances, our focus remains clear: to innovate with intention, apply technology and AI responsibly, and keep trust at the foundation of care.

The People We Support

Our impact begins with our people. Their expertise, curiosity, and dedication are the heartbeat of IDEXX, and fostering their growth is both a privilege and our promise.

In 2025, we continued to invest in learning, development and inclusion, maintaining high employee engagement, expanding education assistance for academic degree programs, and exceeding our annual volunteering goal with more than 24,000 hours² contributed in communities where our teams live and work.

Creating an environment where people can grow, contribute, and see the impact of their work helps us innovate, partner with customers, and deliver consistent results, all of which is central to how we operate.

The Planet We Share

As a global company, we have a responsibility to operate sustainably and to help protect animal health, food systems, and safe water for communities around the world.

In 2025, we advanced our sustainability commitments by continuing to electrify our commercial fleet, improving efficiency across our facilities, and signing our third virtual power purchase agreement, our first in Europe, to add renewable electricity to the grid. These actions demonstrate significant progress toward our 2030 greenhouse gas (GHG) emissions reduction and renewable electricity goals.

We approach environmental stewardship with the same discipline we apply across the business: with clear priorities, strong governance, and a long-term perspective.

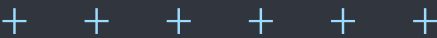
Looking Ahead

At IDEXX, our people and our innovation are opening doors to better health, safe water, and stronger communities, delivering critical insights, and expanding access throughout our businesses. We are committed to leading with purpose, advancing science and technology, and making a meaningful difference for our customers and the world around us. Together, we will continue to advance care, support the people and systems behind it, and care for the planet we share.

Thank you for placing your trust in us.

Mike

Mike Erickson
PRESIDENT AND CHIEF EXECUTIVE OFFICER
IDEXX LABORATORIES, INC.



THEUNIS THE LOVELY INDY’S, PET OF TESSA BIESBROUCK, FIELD SUPPORT REPRESENTATIVE I, THE NETHERLANDS



Who We Are

We are a global leader in pet healthcare innovation.

Our diagnostic and software products and services create clarity in the complex, 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 measure 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, we employ approximately 11,000 people and offer solutions and products to customers in more than 175 countries and territories.

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.



PURDEY WITH OWNER EMMA WATSON, CUSTOMER SUPPORT CONSULTANT II, UNITED KINGDOM

Our Guiding Principles

Achieve and sustain leadership



Exceed the expectations of customers



Empower and reward our employees



Innovate with intelligence



Cultivate entrepreneurial spirit



Contribute to our communities



Our Business: What We Do³

Companion Animal Group

Our 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 point-of-care diagnostic solutions, reference laboratory diagnostic and consulting services, veterinary software and services, and diagnostic imaging systems. 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.

Livestock, Poultry & Dairy

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

Water

Our Water business is a global leader in water microbiology, providing testing solutions and related instrumentation designed to evaluate 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*.

2025 Highlights

\$4.3B

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

\$250M+

Research and development³ investment in 2025, with over \$2.5 billion invested since 1998

~11,000

Total global employees in 34 countries and 115+ locations

175+

Countries and territories where products and services are sold



Our Corporate Responsibility Framework & Stakeholders

Our corporate responsibility framework reflects our Purpose and long-term business strategy. The framework’s three pillars prioritize the topics most important to our stakeholders and business: the Care We Advance, the People We Support, and the Planet We Share. Strong governance practices, 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
- + Product Impact & Life Cycle
- + Sustainable Facilities

Governance, Policies & Systems Infrastructure

We are committed to sound corporate governance practices, policies, and systems infrastructure, which serve as a foundation for our efforts to achieve our Purpose.



LUNCH BOX, PET OF ANTHONY CARDAMONE, OPERATIONS MANAGER I, WESTBROOK, MAINE

Oversight & Governance of Corporate Responsibility, Sustainability & Governance Matters

Management’s Role

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

The Corporate Responsibility Executive Committee provides overall strategic guidance and reviews progress related to our goals on a regular basis. This committee includes our CEO, Chief Financial Officer, General Counsel, Chief Human Resources Officer, and Chief Technology Officer (who has responsibility for our Research and Development (R&D), Global Operations, Information Technology, and Information Security functions).

Environmental sustainability is directly overseen at the management level by our Environmental Sustainability Steering Committee, which is comprised of representatives from Operations, Supply

Chain, Human Resources, Legal, R&D, and key lines of business. This committee receives updates regarding progress against environmental sustainability initiatives, such as 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 tasked with readiness preparedness. Under the direction and supervision of the Corporate Responsibility Executive Committee, this team is responsible for positioning us to comply with these requirements in a timely, efficient manner, 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 and other significant environmental, social, and governance activities and practices (including related disclosures) with our Board of Directors and its committees, including management of our material environmental, social, and governance risks and opportunities.



Board of Directors 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
- + Oversees our cybersecurity risk management program, business continuity and resilience plans and initiatives, and Code of Ethics compliance monitoring

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, retention, and health and wellness
- + Reviews executive compensation and human capital disclosures in proxy statements and Annual Reports on Form 10-K

Governance & Corporate Responsibility Committee

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

Our holistic approach to giving combines the power of grant funding, corporate philanthropy, and employee contributions to positively impact communities around the globe. Together these methods of giving are intended to achieve broad geographical and social reach and align with our Purpose, giving priorities, and stakeholder values.

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

-  IDEXX FOUNDATION
-  CORPORATE IMPACT
-  EMPLOYEE GIVING & VOLUNTEERING

Methods of Giving



IDEXX Foundation

The IDEXX Foundation⁴ 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



Corporate Impact

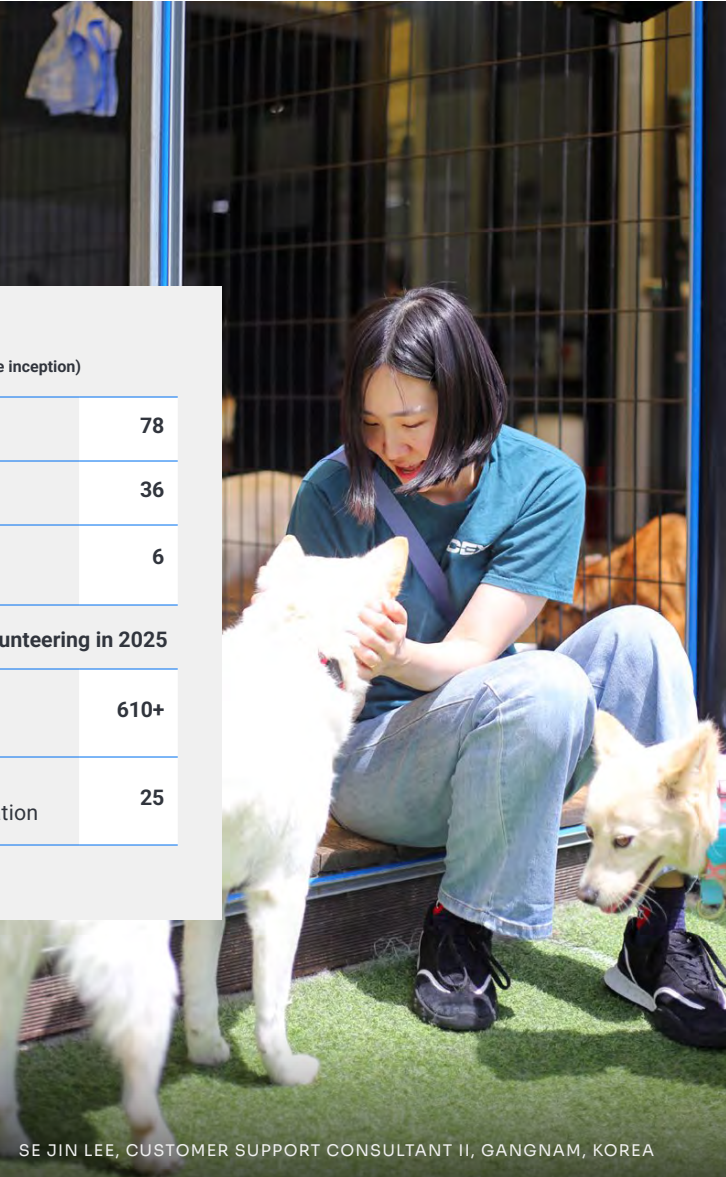
We seek to expand access to care for animals and support communities through in-kind donations and corporate philanthropy fully aligned with our Purpose. In 2025, we donated over 14,000 SNAP™ tests for disaster response, education, and community outreach, contributing toward access to care for over 45,000 animals in underserved communities through our global social initiatives.^{5,6}



Employee Giving & Volunteering

The Employee Giving and Volunteering Programs empower our employees to make meaningful contributions to causes aligned with their values. In 2025, we focused on engaging employees during our annual global giving campaign and supporting team volunteering events. For more information about employee volunteering, see [Employee Volunteerism & Community Engagement](#).

IDEXX Foundation (since inception)	
Initiatives	78
Countries	36
Continents	6
Employee Giving & Volunteering in 2025	
Organizations Supported	610+
Countries with Employee Participation	25



SE JIN LEE, CUSTOMER SUPPORT CONSULTANT II, GANGNAM, KOREA



PHOTOS: ANIMAL REFUGE LEAGUE OF GREATER PORTLAND

The Care We Advance



We bring 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

Launched or achieved launch readiness for multiple solutions, including these:

- + IDEXX Cancer Dx™ testing to screen for canine lymphoma
- + Addition of FNA cytology for canine mast cell tumor detection to the IDEXX inVue Dx™ analyzer menu
- + Catalyst™ Cortisol Test
- + ImageVue™ DR50 Plus Digital Imaging System

Provided the equivalent of approximately \$6.8 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^{5,7}

We continued to achieve this goal through the following action:

- + Expanded our collaboration with Not One More Vet, a nonprofit dedicated to the well-being of veterinary professionals and students worldwide

Enhanced products and services, including the Vello™ Client Engagement Platform and ezyVet™ practice management software, to support clinic efficiency and client communication

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^{5,7,8}

We previously achieved this goal in 2023 and continued to expand access to care in 2025 through the following actions:

- + Donated over 14,000 SNAP™ tests for disaster response, education, and community outreach
- + Supported underserved communities by enabling access to care for over 45,000 animals in 2025, with a cumulative total of over 749,000 animals through our global social initiatives^{5,6} since 2022

Product Quality & Safety

Maintained International Organization for Standardization (ISO) 9001 quality standard certification for global manufacturing locations as well as select distribution centers

Continued compliance with global product safety regulations, standards, and directives

Innovation to Advance Patient Care

Transforming the Cancer Care Model

One in four dogs will develop cancer in their lifetimes,¹ with cancer predominantly identified at advanced stages, which limits treatment options. If veterinarians could detect and diagnose cancer in our pets earlier, when more treatment options are available, then better outcomes could be possible.

In March 2025, we launched the IDEXX Cancer Dx™ Panel, a first-of-its-kind reference laboratory test designed to detect specific cancers in a single blood specimen, beginning with one of the most common cancers for dogs: canine lymphoma.¹

We have announced two major cancer diagnostic innovations that will enable earlier detection of mast cell tumors in dogs, which is among the most common canine cancers:¹

- + Expanding the IDEXX Cancer Dx Panel to add a test, without additional cost, that provides a whole-body assessment of mast cell tumors from a single blood specimen, on track to roll out later this year in the U.S. and Canada

- + Introducing FNA cytology on the IDEXX inVue Dx™ analyzer, starting with mast cell tumor detection through a controlled rollout in the U.S. in late 2025, with broad availability expanding in 2026

We plan to expand IDEXX Cancer Dx testing and IDEXX inVue Dx FNA cytology to cover additional cancer cases, enabling earlier cancer detection for a majority of cancer cases in dogs by 2028.

As we transform cancer detection and support earlier intervention, we are partnering with veterinary leaders to empower and support general practice veterinarians who are on the front lines of diagnosing and managing cancer care for our pets. Our general practice veterinarian support starts with the full integration of IDEXX Cancer Dx testing and the IDEXX inVue Dx analyzer into our diagnostic and software ecosystem, which incorporates these test results into digital workflows. We also provide pet-owner communication tools, educational materials and

resources on oncology for general practice veterinarians, and access to our comprehensive suite of cancer diagnostic test and service offerings, including the following:

- + A diagnostic panel for biopsy tissues to identify genetic mutations in dogs, assisting in therapy selection and personalized treatment options
- + Diagnostic profiles to support chemotherapy management and monitoring
- + The IDEXX Digital Cytology™ instrument for submitting scanned high-resolution whole-slide images of specimens for cytologic evaluation by one of our veterinary pathologists
- + Personalized guidance and support around treatment and prognosis for every oncology case from our global network of veterinary pathologists, radiologists, oncologists, and other medical consultants



Product Innovation That Advances Care

Diagnosing Addison’s Disease and Cushing’s Syndrome

In 2025, we introduced the Catalyst™ Cortisol Test, the third menu expansion in approximately a year for the Catalyst platform, addressing what was the most frequently requested Catalyst menu expansion from customers. The Catalyst Cortisol Test measures real-time quantitative cortisol concentrations in dogs and enables veterinarians to accurately diagnose or rule out Addison’s disease and monitor Cushing’s syndrome during the patient visit, allowing for immediate treatment or adjustments to ongoing care management.

Advanced Diagnostic Imaging with Lower Radiation

The ImageVue™ DR50 Plus Digital Imaging System, an advanced diagnostic imaging solution for veterinary practices, underwent final development during 2025 and launched in January 2026. This system combines high-definition, AI-powered imaging at the lowest dose of radiation. It reduces exposure by up to 25% compared to our current best-in-class ImageVue™ DR50 system⁹ and up to 60% compared to other veterinary imaging solutions,¹⁰ setting a new benchmark for radiation safety for technicians.

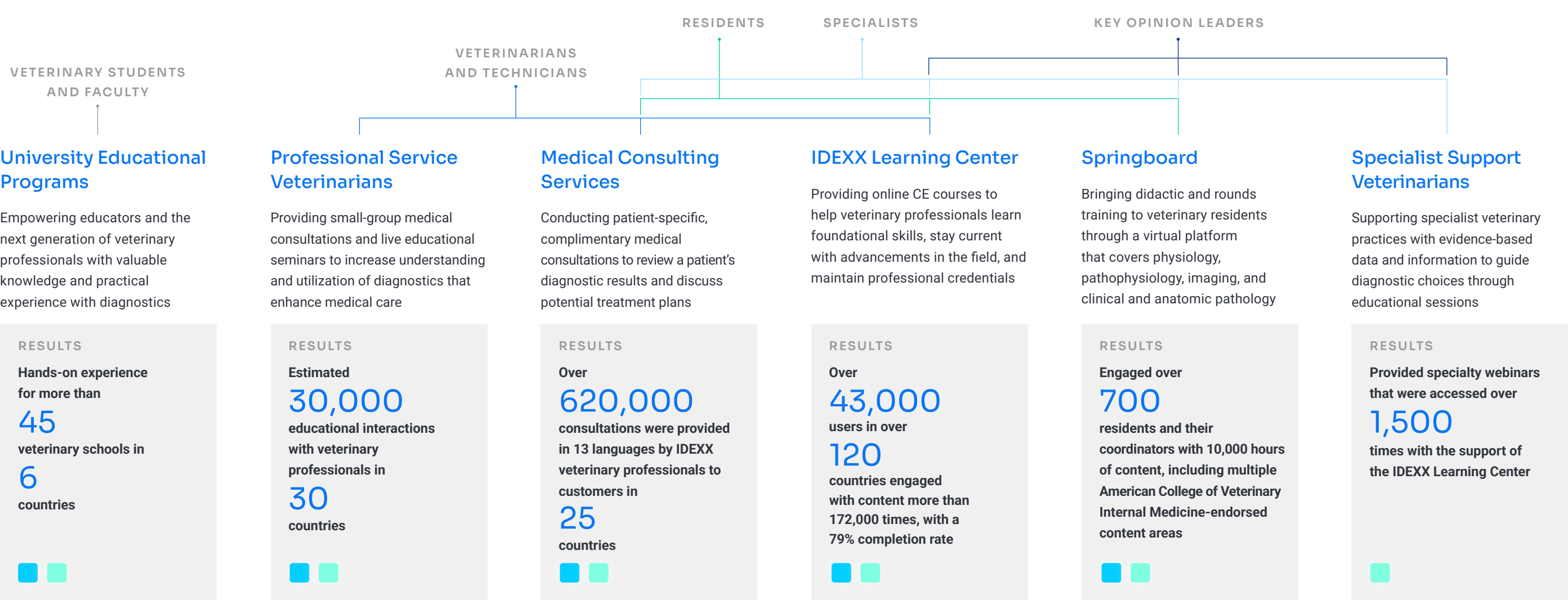


Shaping Global Veterinary Excellence through Education

We advance care by partnering with veterinary industry leaders on educational initiatives that reach tens of thousands of veterinary professionals across the globe each year. In 2025, veterinary professionals who participated, free of charge, in IDEXX-led continuing education programs received over 110,000 continuing education (CE) credits, valued at approximately \$6.8 million based on similar CE offerings.

OUR PARTNERS

OUR OFFERINGS



Innovation to Support Veterinary Teams' Efficiency & Well-being

Taking the Work Out of Workflow

We aim to enhance practice efficiency and streamline tasks so that veterinary teams have more time to spend with patients. In 2025, we helped clinical teams find efficiencies through our products and services:

+ **Vello™ Client Engagement Platform**

Through modern digital tools, this pet owner engagement software solution efficiently connects veterinary practices with pet owners before, during, and after each visit; streamlines their communications; and helps to reduce no-shows, build

stronger client relationships, and improve care for pets. Additional functionality added in 2025 included digital forms, surveys, mass communication emails, enhanced online booking, and automated thank-you emails.

+ **IDEXX inVue Dx™ Cellular Analyzer**

This platform replaces many tests run on conventional microscopes, saving approximately 10–20 minutes of preparation time.¹¹ With a simple, load-and-go, slide-free workflow, the analyzer automatically examines cells in their natural state,

captures multidimensional images, and uses advanced optics powered by AI learning models trained by our board-certified pathologists on over 60 million images¹¹ to deliver clinically insightful results within the patient visit.

+ **ImageVue™ DR50 Plus Digital Imaging System**

Introduced in early 2026, this diagnostic imaging system's updated positioning guide and larger panel work seamlessly together, reducing retakes and saving valuable time. Built-in AI automatically adjusts

processing parameters such as brightness and contrast to produce a clearer, more diagnostic image, especially when patient movement or positioning is challenging.

+ **ezyVet™ Software**

We redesigned the note-taking experience in 2025 to simplify clinical documentation with a more intuitive workflow, cleaner editing tools, autosave functionality, visually differentiated free-typed text versus dropdown selections, and the ability to view full clinical records and paste notes without juggling pop-ups.



Expanding Awareness and Access to Veterinary Mental Health Support



Not One More Vet Collaboration

We expanded our collaboration with **Not One More Vet (NOMV)** through corporate philanthropy and employee initiatives, reflecting our commitment to mental health in the veterinary field. NOMV is a nonprofit dedicated to the well-being of veterinary professionals and students worldwide. Initiatives included these:

- + North American field teams shared NOMV resources during customer calls to help clinical teams access mental health support when needed
- + An employee 5K run at our main U.S. campus raised funds and awareness for NOMV and its mission, with more than 275 in-person participants and an additional 110 joining remotely



Well-being Support at Tuskegee

The IDEXX Foundation supported an emergency assistance fund for students' living and school emergency needs, as well as a veterinary social worker available to all students, faculty, and staff at the **Tuskegee University College of Veterinary Medicine**. The social worker assisted in the development of a well-being curriculum and provided confidential supportive counseling, crisis counseling, conflict mediation, and referrals for clinical mental health services. They also maintained an IDEXX-funded food and hygiene pantry offering nonperishable goods and essential personal items to support and promote overall well-being.



IDEXX FOUNDATION



CORPORATE IMPACT



EMPLOYEE GIVING & VOLUNTEERING

Access to Improve Animal, Human & Environmental Health

Unlocking Insights

- We publish real-world research that supports earlier detection and improved management of disease. We also contribute to academic and public health collaborations to support disease and parasite monitoring and reporting to advance human and animal health. In 2025, this included the following:

 - + Our employees authoring or coauthoring over 65 peer-reviewed publications, bringing our cumulative total to nearly 1,000 since 1989¹¹
 - + Publishing a study in the *Journal of the American Veterinary Medical Association (JAVMA)* that shows that earlier diagnosis of chronic kidney disease in cats, paired with dietary intervention, is linked to slower progression and longer survival,¹² which underscores the value of preventive screening tools such as the IDEXX SDMA™ Test
- + Supporting the expansion of **European Scientific Counsel Companion Animal Parasites** maps from Germany to France, Ireland, Italy, the UK and Spain, and planning for the launch of new maps in Austria, Belgium, the Netherlands, Denmark, Finland, Sweden, Switzerland, and Poland in 2026
 - + Advancing the understanding of antimicrobial resistance (AMR) through academic collaborations, automated reporting of notifiable infectious diseases to state public health agencies, and the publication of four peer-reviewed studies that deepen insight into AMR trends across the U.S. and Canada
 - + Providing free, localized, multilingual online learning through regional Water Academies, supporting over 8,800 water-quality professionals since 2020

Mobilizing Aid to Support Animals and Communities



Disaster Relief & Nonprofit Support

The IDEXX Foundation supported disaster and emergency relief for the 2025 Los Angeles wildfires and catastrophic flooding in Central Texas. IDEXX employees also participated in giving campaigns that raised additional funds to support on-the-ground relief efforts in multiple countries. Together, these contributions supported veterinary emergency response, canine search and rescue teams, and emergency food assistance.



IDEXX Safety Net Program

We continued our multiyear support for the IDEXX Safety Net Program through the **Animal Refuge League of Greater Portland (ARLGP)**. This national collaboration brings thousands of pets from overcrowded shelters across the country to Maine, where ARLGP transports, houses, and cares for them before placing them for adoption in the local community.



American Veterinary Medical Foundation REACH Program

We continued support for the **American Veterinary Medical Foundation REACH Program**®, an application-based award program for American Veterinary Medical Association (AVMA) veterinarians across the United States. Through the REACH Program, the AVMA's Foundation awards charitable care aid to AVMA member practices to help offset the cost of care at the veterinarian's discretion helping pet owners afford critical care that may otherwise be out of reach.



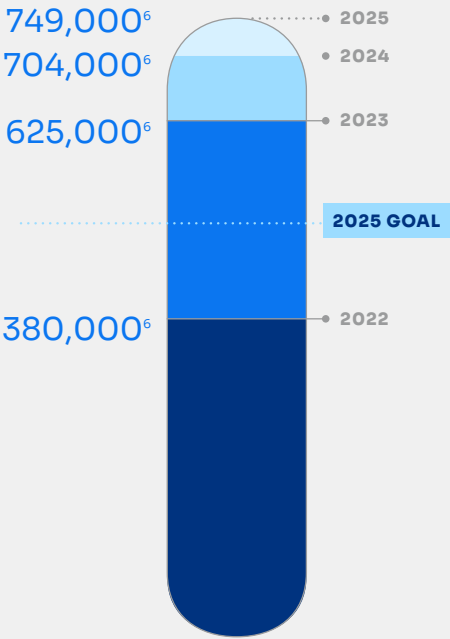
IDEXX Fresh Start Stall

We made a donation in support of the construction of a quarantine barn at the **Maine State Society for the Protection of Animals**, whose mission is to provide refuge, rehabilitation, and rehoming of seized equines. The barn's construction was completed in the spring of 2026 and has a designated area known as the IDEXX Fresh Start Stall, which is outfitted for veterinary intake exams.

Animals Served Goal Progress

Goal

Expand access to care for > 500,000 animals in underserved communities by 2025 through our global social initiatives^{5,7,8}



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 activities:

Integrated Quality 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 quality management system (IQMS), which encompasses our Quality Assurance program, to facilitate our compliance with applicable regulations, product safety requirements and standards, and customer requirements. This IQMS includes strict manufacturing processes and procedures; employee training; ongoing process improvement; product quality risk management procedures; incident investigation and corrective action procedures; an environmental

management system that includes guidance for identifying and evaluating how an activity, service, or product impacts the environment; and internal and third-party auditing.

Our manufacturing and distribution facilities in Westbrook, Maine; Scarborough, Maine; Memphis, Tennessee; 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), testing and calibration laboratory (ISO 17025), and medical device (ISO 13485) quality standards.

Regulatory Partnerships

We partner with global regulatory agencies, including the United States Department of Agriculture (USDA), on product quality through product-specific licensing and registration. These partners routinely audit and inspect our facilities to verify

compliance with, and adherence to, regulatory requirements throughout our production and distribution activities. We are also inspected by a third-party Nationally Recognized Testing Laboratory, which certifies our electrical products are safe and comply with product safety laws.

Training for Quality

We aim 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 our 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

We are committed to complying with globally recognized product safety regulations, standards, and directives, including but not limited to the following:

- + The Globally Harmonized System of Classification and Labelling of Chemicals, which requires that products containing chemicals (such as our reagents) be classified to enable safe transport, handling, and storage
- + Standards for the testing and certification of electrical products established by the International Electrotechnical Commission, an international standard setting organization, established to ensure the safe design of electrical goods, such as our point-of-care analyzers

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



ODIN WITH OWNER DEREK KUTASI, SR. PRODUCT MANAGER, WESTBROOK, MAINE

The People We Support



We strive to create a collaborative, inclusive, and merit-based 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.



SHANNON COLLINSON, SCIENTIST
RESEARCH SR I, WESTBROOK, MAINE

Highlights

Talent & Development

GOAL: Enhance and improve programs that position us as an employer of choice for individuals seeking impactful STEM roles^{13,14}

We continued to make progress toward this goal through the following actions:

- + Logged 121,400 hours of learning and development, including 46,700 hours of STEM and AI learning
- + Expanded learning and development offerings by launching a global learning platform tailored to employee career goals
- + Broadened access to education assistance for employees pursuing academic degree programs at accredited institutions of higher education

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 pipeline¹⁵

We continued to make progress toward this goal through the following actions:

- + Achieved a favorable employee engagement rate of 80%
- + Continued to support a culture of inclusion and equal opportunity for all based on merit
- + Launched two new employee-led communities, one focused on neurodiversity and disability in the workplace and a second focused on veterans, active-duty service members, and their families

GOAL: Increase annual global employee volunteering to 15,000 hours by 2025^{7,8}

We achieved this goal in 2023 and exceeded it again in 2025 through the following action:

- + Supported achieving over 24,000 logged employee volunteer hours, 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 enterprise¹⁵

We continued to make progress toward this goal through the following actions:

- + Received recognitions for workplace well-being, mental health, and disability inclusion
- + Enhanced our incident management system to better empower employees at all of our locations to proactively report safety observations

Supply Chain Management & Human Rights

Maintained structured processes to evaluate supplier risk and continuously improve our approach to supplier relationship management

Talent & Development

Talent That Drives Innovation

We promote a culture of inclusion and equal opportunity that values the different skills, perspectives, and backgrounds that each employee brings in pursuit of our Purpose. We believe that this culture and our values help drive both innovation and a better understanding of our increasingly global customer base in support of long-term value creation.

Robust Talent Pipeline

We employ inclusive recruitment practices to source highly qualified candidates, and we maintain an environment where advancement is determined by demonstrated performance, capability, and contribution. Our recruitment practices evaluate individual skills, performance, and future potential. We provide equal opportunity for all candidates and employees, using recruiting channels and practices designed to introduce us to the broadest population of qualified candidates possible.

Maintaining Pay Equity

We believe 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 globally available and pay ranges available to employees in the U.S., Canada, South Africa, and Europe. 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 an annual compensation review process and formal, annual 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 our last global pay study.

In addition, we conduct gender pay-gap analyses in multiple countries and disclose the results in accordance with local laws. We are in the process of preparing for requirements related to the EU Pay Transparency Directive, including the appropriate processes and controls.

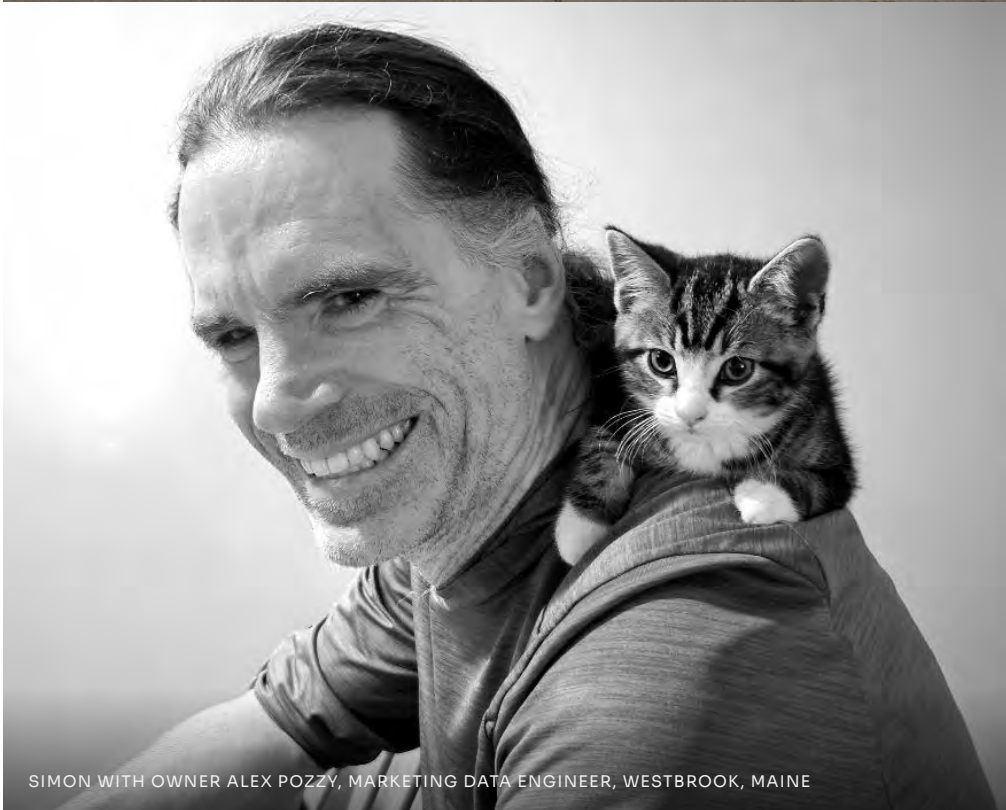
For more information about our practices supporting pay equity, visit [Pay Equity](#) at [idexx.com](#).

Global Voluntary Employee Turnover	7.4%
Total Global Employees Full- and Part-time (Approximate)	~11,000
Global Workforce	
Men ¹⁶	41%
Women ¹⁶	59%
Global Management ¹⁷	
Men ¹⁶	50%
Women ¹⁶	50%
Global STEM Roles ¹³	
Men ¹⁶	40%
Women ¹⁶	59%
Veterinarians in Global Workforce	920+
Men ¹⁶	25%
Women ¹⁶	74%
Employees by Region	
Americas	66%
Europe, Middle East, and Africa	24%
Asia-Pacific Region	10%
Employees by Age	
< 30 Years Old	14%
30–50 Years Old	63%
> 50 Years Old	23%
Languages for Business-critical Communications at IDEXX	15

Totals may not add up to 100% due to self-identification by employees



LOKI WITH OWNER JASHWANTHI KATTA, APPLICATION DEVELOPER I, NASHVILLE, TENNESSEE



SIMON WITH OWNER ALEX POZZY, MARKETING DATA ENGINEER, WESTBROOK, MAINE

Investing in Education



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 first three scholarship recipients graduated in June 2025.



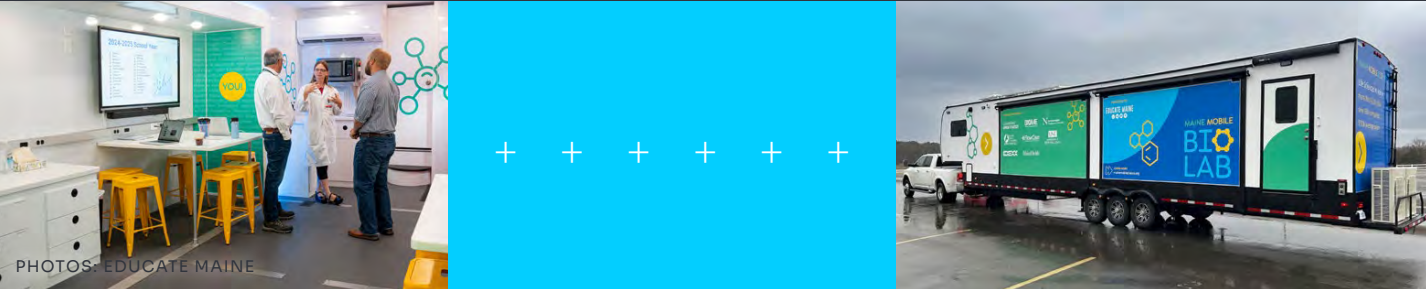
Partnership with the Roux Institute

In 2025, the IDEXX Foundation initiated a multiyear donation to the **Roux Institute**, a graduate school and research hub in Portland, Maine, offering degrees in AI, data science, and biotechnology. This capital gift will support the infrastructure costs and computational resources required to establish an *AI + Life Science Data Platform* at Roux. When operational, the platform will support the field of life sciences in Maine and grow the local innovation pipeline through talent, tools, and collaborative research.



Maine BioLab

We 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. Our employees amplified this support by volunteering at Educate Maine events and contributing to BIOLAB curriculum development. In 2025, the BIOLAB served over 6,000 students in over 25 schools across Maine.



Empowering Growth & Excellence through Talent Development

Performance, Career & Talent Development

Our talent development strategy supports employees from their first day with the company and throughout their career journey at IDEXX.

Foundational to talent development is understanding current talent and the needs of the future. All eligible employees receive performance feedback throughout the year and annual performance reviews to foster professional and leadership growth. We conduct talent planning reviews biannually and aim to maintain succession plans for 100% of employees at the director level and above to support the strength of our talent pipeline. This approach is underpinned by robust governance and metrics designed to enhance succession coverage and readiness.

Through a culture of continuous learning, employees are empowered and encouraged to take an active role in their career development. Our globally relevant success profiles and career frameworks clarify what exceptional performance looks like and what is needed to advance. Our

range of career planning and learning solutions provides growth opportunities at every level and includes self-directed learning resources and a comprehensive portfolio of leadership development programs.

To support employee career development, in 2025 we:

- + Expanded career coaching opportunities for employees looking to clarify career goals and gain guidance on effectively managing their career
- + Piloted an AI-enabled development planning tool to strengthen the quality and efficiency of individual professional development plans, which was rolled out enterprise wide in early 2026

- + Expanded learning and development offerings by launching a global learning platform, accessible to all full-time employees, to provide equitable access to learning resources, as well as a training academy to build expertise in our medical and technical products
- + Expanded the Global Education Assistance Program to a total of nine countries, offering tuition support for continued learning and professional development for 85% of employees

TYPE OF VOLUNTARY LEARNING	2025 HOURS
Skill-based	60,400
STEM & AI	46,700
Leadership	12,300
Inclusion & Belonging	2,000
Total Learning & Development	121,400

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, their work environment, and management effectiveness. Overall, 90% of employees responded to the 2025 survey, and our favorable engagement rate was 80%. We utilize employee feedback to inform future areas of focus as we seek to continuously improve employee engagement.

Spotlighting IDEXXers with Employee Recognition

Our employee recognition platform, ThanXX, provides a streamlined social media-like experience that enables employees and managers

to recognize everyday behaviors and award points-based, monetary recognition for outcomes directly contributing to our success. ThanXX also centralizes company-wide recognition programs, including the prestigious 2X and *Golden Paw* awards given by executive leadership to individuals and teams with outsized business impact.

In our first full year post-launch, we executed a comprehensive strategy to increase ThanXX utilization across the organization. Initiatives included embedding the platform into enterprise recognition moments like Laboratory Appreciation Week and Laboratory of the Year awards, expanding frontline access through tablet stations and driving awareness through targeted communications. These efforts resulted in broader adoption and increased platform engagement across all employee populations.

Employee Volunteerism & Community Engagement

Connecting to our communities and giving back our time and skills continues to be a core part of our culture. Eligible employees are provided with annual paid volunteer time off, and volunteering as a team-building activity is encouraged.¹⁸ In 2025, employees logged over 24,000 volunteer hours,² once again exceeding our goal of 15,000 hours annually, with participation from employees located in 25 countries.



GEOFFREY GUNDERSDORF (LEFT), MULTIMEDIA MANAGER, WESTBROOK, MAINE, AND KATIE WELLMAN (RIGHT), SR DIRECTOR HR TECHNOLOGY AND OPERATIONS, WESTBROOK, MAINE

Mission Working Dogs



In 2025, we supported **Mission Working Dogs**, a Maine-based, veteran-led organization, in connection with the launch of our Veterans Employee-led Community. This engagement provided an opportunity to discuss shared purpose, community service and impact, and veteran engagement.

 CORPORATE IMPACT

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 while we meet the needs of our business and stakeholders. 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

In 2025, all eligible employees in the U.S., the Netherlands, Switzerland, and South Africa are covered by a parental leave 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 2026, this same coverage was expanded to include eligible employees in Australia, New Zealand, and the UK. In addition, we also have programs for U.S. employees that support alternative paths to parenthood, including adoption reimbursement and access to fertility treatment through one of our medical plans.

Supporting Employee-led Communities

Our Employee-led Communities (ELCs) are volunteer-led employee networks focused on inclusion, collaboration, and shared learning. The ELCs have access to support from Human Resources and the Global Diversity and Inclusion program manager. Our 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 2025 ELC activities include the following:

- + Launched two new ELCs, one focused on neurodiversity and disability in the workplace and a second focused on veterans, active-duty service members, and their families
- + Hosted several skill-based events on topics that include the role of mentorship, professional development, maximizing one-on-one discussions, and understanding the role different perspectives play in driving innovation
- + Achieved over 20% global employee participation in one or more ELC
- + Celebrated employees around the globe by highlighting the different regions and cultures they represent and the observances they value through storytelling, community connection meetings, and collaborative events
- + Hosted our second annual community engagement fair, bringing awareness to our wide array of ELCs focused on roles, identities, hobbies, networking, and/or development



SPARK AND SHADOW, PETS OF EMMA SERY, SUPERVISOR CUSTOMER SUPPORT II, THE NETHERLANDS



Health, Safety & Well-being

Prioritizing Mental Health

In 2025, we 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 through educational and awareness resources in 18 languages.
- + 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 2025, we nearly doubled the number of MHFA-certified employees, with trained employees available to support colleagues in the U.S., the Netherlands, and New Zealand.
- + Continued to offer Spring Health, a comprehensive mental health solution, to all of our employees and their families around the world at no cost to the employee. Of the employees who contacted Spring Health due to anxiety or depression in 2025 and completed both an intake and follow-up assessment,

both confidential, more than 80% reported clinical improvements in their symptoms after engaging with a therapist.¹⁹

- + Continued the IDEXX Therapy Dog Program, which brings certified therapy dogs on-site to support employee well-being, and provides funding for our employees and their dogs to become certified therapy visiting dog teams. In 2025, the program logged over 1,600 visits with employees across three locations in the U.S. and the UK and supported over 5,000 people in local communities.

Access to Care

We 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. After a successful pilot in 2024, we again offered on-site health screenings, combined with a virtual nurse practitioner visit, at six U.S. locations and piloted health screening kits, sent to employee homes, in three locations in 2025. Among participants screened in both

2024 and 2025, improvements were seen with respect to diabetes and prediabetes management, reduced tobacco use, and increased colorectal cancer screening participation.

We continued to offer a health plan option 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 receive care at our fully staffed on-site health clinic at our main U.S. campus, where nurses, nurse practitioners, and physical therapists deliver vaccines, sick visits, physical therapy, and preventive health screenings.

Supporting Health & Fitness

We offer a quarterly fitness reimbursement to global employees as well as a 24-hour on-site fitness and health center for employees and their spouses or partners at our main U.S. campus. Additionally, we offer complimentary access to a weight management and healthy eating app to employees in nine countries and complimentary registered dietitian visits for members on our health plan.

We also continued the employee Well-being Champion program in 2025 with approximately 190 employee Champions in 12 countries worldwide. Well-being Champions actively encourage and empower their peers to prioritize health and stay connected by sharing resources and leading various well-being initiatives.

Financial Well-being

We promote employee financial well-being by providing free virtual money coaching resources to employees as well as their spouses, partners, and adult dependents in the U.S. and Canada. This confidential guidance covers topics that include budgeting, credit management, retirement planning, investment strategies, mortgage advice, and college expenses. We also offer several financial well-being webinars on a variety of topics throughout the year.

In 2025, we enhanced the program through free one-time personal coaching appointments at our main U.S. campus, AI-powered money coaching, and an incentive program to encourage employees to engage with a financial coach.

Inclusion & Well-being Recognitions



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



- + Disability Index 2026: Distinguished recognition for World's Top Disability Inclusive Businesses



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



DAX, PET OF AMY NAVARRO, DESIGNER IV, WESTBROOK, MAINE

Upholding a Culture of Health & Safety

Protecting 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

Our Environmental Health and Safety (EHS) team, in partnership with executive leadership, maintains oversight of our global EHSMS, implementing EHS processes at all our locations. Day-to-day activities to promote employee safety, reduce workplace risks, and drive continuous improvement are led by the EHS team in partnership with location and department leaders. Key elements of our EHSMS include the following:

- + Clearly defined roles and responsibilities to drive accountability
- + System for managing risks and incidents
- + Standardized documentation and recording processes
- + Operational controls
- + Clear communication channels
- + Comprehensive training programs
- + Resources for managing change
- + Assurance system with defined metrics for monitoring and measurement

Audits, Risk Assessments & Mitigation

In 2025, the EHS team implemented a new online compliance management system to enhance oversight of our compliance with regulatory requirements and audit performance. The platform centralizes our compliance obligations, provides automated updates on regulatory changes, and improves visibility into requirements across our locations.

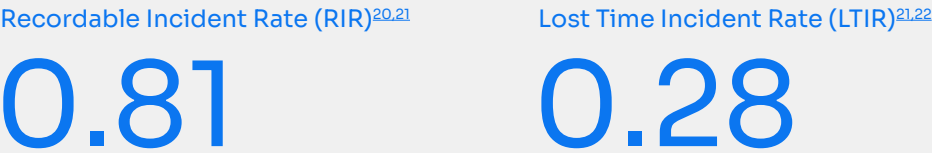
Our EHS maturity assessment evaluation process is foundational to how we help site leaders evaluate risk and build strategies to enhance safety and compliance. The evaluation process entails in-depth reviews of site-specific programs to inform process improvements and is designed to be replicable and produce actionable results at all our 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 an Employee Safety Culture

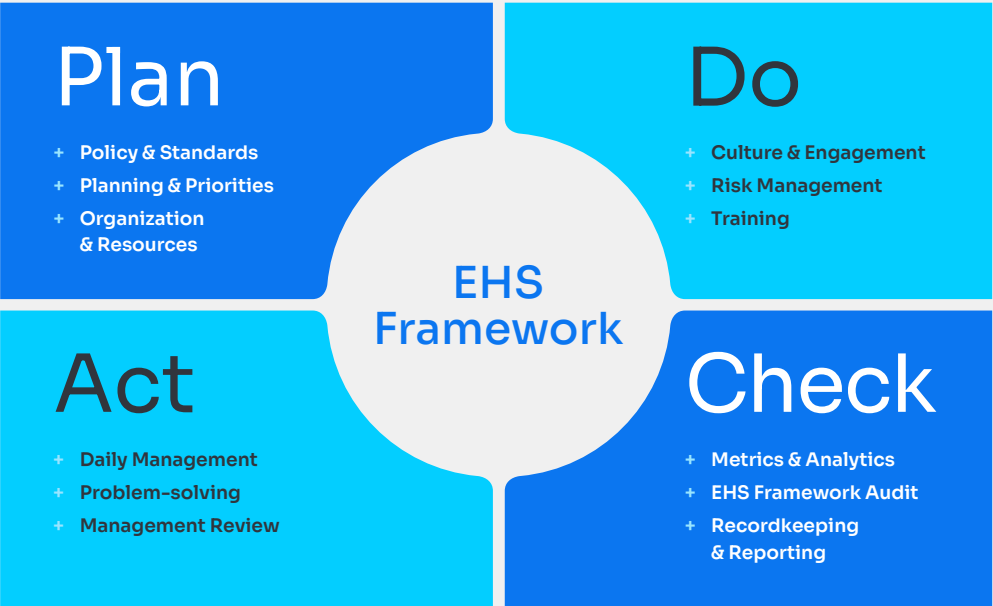
Employee engagement and training remain central to our EHS approach. We hold regular safety town hall meetings with our manufacturing, distribution, and laboratory employees to promote transparency, share key safety updates, and highlight learnings from recent incidents. In addition, local management 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 2025, we added new functionality to our incident management system to better empower employees at all our locations to proactively report safety observations, increasing employee engagement while reducing potential risks in our work environment. We continued to enhance the EHS intranet site, improving employee access to globally relevant workplace safety training materials in multiple languages.

EHS 2025 Metrics



Environmental Health & Safety Management System



Supply Chain Management & Human Rights

Engaging Suppliers in Our Goals & Values

We are committed to working with suppliers aligned with our values, expectations, and risk management standards. We maintain structured processes to evaluate supplier risk, and we strive to continuously improve our approach to supplier relationship management. For key suppliers, these processes include annual supplier reviews and ongoing assessment through a centralized supplier risk database, providing visibility, accountability, and alignment with the broader organizational resilience planning, as well as defined escalation pathways for suppliers that present heightened risk. In parallel, we are exploring opportunities to reduce our environmental impact by engaging with our suppliers and logistics providers. We disclose our supplier expectations in the [IDEXX Supplier Resource Center](#) and in contractual provisions to communicate to suppliers how they contribute to our corporate responsibility goals.

Human Rights, Product Compliance & Supply Chain Transparency

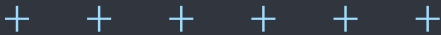
We maintain a Supplier Code of Conduct that is posted in the IDEXX Supplier Resource Center. It was developed based on the International Labour Organization core conventions, the United Nations Guiding Principles on Business and Human Rights, and industry best practices. It serves as a foundation for 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 us through our Ethics Hotline any behavior or activity they believe in good faith violates our Supplier Code of Conduct.

To support product quality and compliance, our Global Regulatory team takes a holistic approach to monitoring the regulatory landscape and developing company-wide standards to meet or exceed applicable regulatory requirements. We leverage software and regulatory services to inform and enhance our decision-making approach and manage supplier data for commonly sourced parts. We initiate campaigns to request specific regulatory and environmental data from our suppliers, such as chemical and biological composition, their sourcing relationships and regions, licenses to procure material, and purity data, and we have contractual rights with certain key suppliers to require them to provide us certain data, with a goal to obtain these rights as to all of our key suppliers. We are also increasing our work with industry groups, trade associations, and regulators to understand how emerging environmental policies are being developed to help inform the development of new products.

Our product compliance activities are aligned with applicable standards and regulations, including the EU Restriction of Hazardous Substances Directive and the EU Registration, Evaluation, Authorization, and Restriction of Chemicals 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 of our Tier 1 suppliers to verify their control systems meet all our requirements.



AVA AND ZURIE WITH OWNER KATIE NEENAN, MANAGER SALES SR II, NASHVILLE, TENNESSEE

The Planet We Share

We recognize the importance of protecting the planet and its relationship to animal and human health. Our efforts are intended to create value today while also generating positive long-term impacts for our stakeholders. In 2025, we adjusted the priority areas under the Planet We Share pillar to provide greater clarity about our sustainability initiatives for both products and facilities.



Highlights

Climate Mitigation, Adaptation & Resilience

GOAL: Reduce our operational GHG emissions (Scope 1 & 2) by 37.8% by 2030^{7,23}

We continued to make progress toward this goal through the following actions:

- + Continued to transition our commercial fleet to hybrid and electric vehicle models, which accounted for approximately 42% of our fleet at the end of 2025
- + Completed energy efficiency initiatives at key facilities, contributing to an overall reduction in natural gas and electricity consumption in 2025 as compared to 2024

GOAL: Source 100% renewable electricity by 2030⁷

We continued to make progress toward this goal through the following action:

- + Signed our first virtual power purchase agreement (VPPA) in Europe, bringing our total to three VPPAs that are expected to source enough renewable electricity to cover 100% of our North American and European electricity consumption when they come online

GOAL: Advance understanding of our Scope 3 GHG emissions^{7,24}

We continued to make progress toward this goal through the following action:

- + Enhanced data collection methodologies for several Scope 3 emissions categories

Product Impact & Life Cycle

GOAL: Integrate sustainability considerations as required criteria for new product development and design⁷

We continued to make progress toward this goal through the following action:

- + Continued assessment of stakeholder sustainability needs as part of new product project initiation

Serviced or repaired over 35,000 instruments globally, leveraging regional repair depots to avoid excess instrument shipments and associated emissions

Conducted ~85,000 point-of-service upgrades to continuously improve product reliability for customers and extend the life of our instruments

GOAL: Reduce the amount of plastic and other material waste from current products and packaging⁷

We continued to make progress toward this goal through the following action:

- + Completed the global rollout of the Catalyst™ SmartQC™ Control, reducing packaging requirements from two cartons to one, resulting in a 40% reduction in packaging carton use, while optimizing shipping efficiency and palletization and reducing customer storage needs

Sustainable Facilities

Increased the use of energy efficient lighting to 77% of our global facilities' square footage

Installed electric vehicle chargers at multiple parking facilities, enabling 58% of on-site employees to access chargers at work

Climate Mitigation, Adaptation & Resilience

Greenhouse Gas Emissions Reduction Strategy

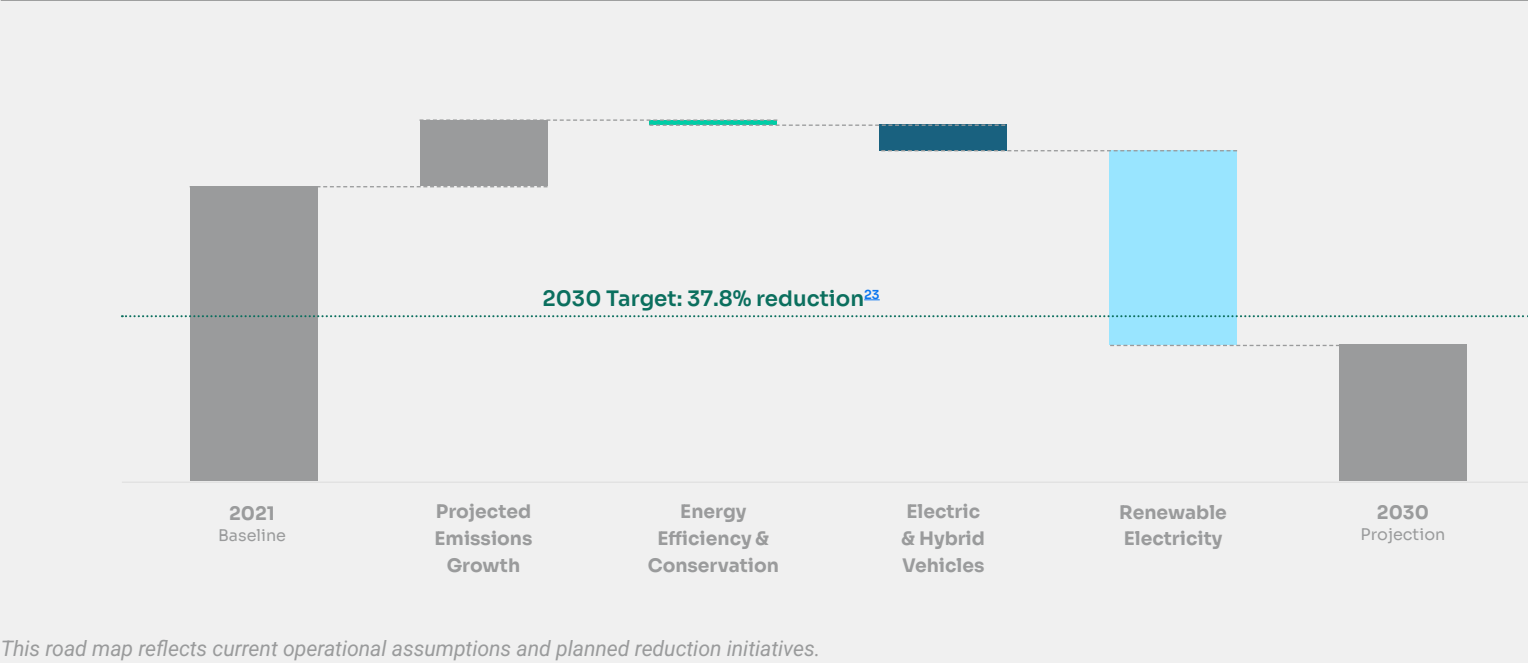
We are committed to the long-term management of our environmental impacts and appropriate actions that support our goals. We established GHG emissions goals in 2021, including reducing our Scope 1 and 2 GHG emissions by 37.8% by 2030,²³ sourcing 100% renewable electricity by 2030, and advancing understanding of our Scope 3 GHG emissions.²⁴ Since setting our targets, we have developed and invested in strategic GHG emissions reduction programs focused on procuring renewable electricity, making buildings more energy efficient, and improving the fuel efficiency of our commercial vehicle fleet. In addition to delivering environmental benefits, these initiatives are designed to support long-term operational efficiency, manage operating costs, and reduce exposure to energy-related risks.

In 2025, we partnered with a third-party consultant to conduct a climate scenario analysis. This scenario analysis, aligned with the recommendations of the TCFD, identified potential key business risks and opportunities based on specified potential

short-, medium-, and long-term changes to our operating environment as a result of climate change. The resulting [Climate-related Financial Risks and Opportunities Disclosure](#) can be found on [Corporate Responsibility](#) at [idexx.com](#). We also completed a gap assessment of our Scope 3 data, subsequently enhancing our data through the use of specialized software in preparation for potential future reporting.

In 2025, our Scope 1 and 2 GHG emissions declined slightly compared to 2024. Despite continued business growth, we were able to modestly reduce GHG emissions through incremental improvements in each of our three strategic emissions reduction programs. Additionally, we improved our methodology for estimating GHG emissions from sites without utility data, resulting in an immaterial reduction in CO₂e. We remain on track to meet our 2030 GHG emissions reduction goal and anticipate significant emissions reductions in the next few years.

Scope 1 & 2 Emissions Reduction Road Map



Greenhouse Gas Emissions, MT CO₂e

METRICS	2021 BASELINE	2023	2024	2025
Scope 1, MT CO ₂ e	16,646	16,458	18,461	18,286
Scope 2, MT CO ₂ e	17,381	18,557	20,236	19,173
Scope 1 & 2, MT CO ₂ e	34,027	35,015	38,697	37,459
Building intensity (MT CO ₂ e/1,000 square feet)	11.32	10.08	11.49	10.93

Renewable Electricity
Addresses Scope 2 Emissions

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

Sourcing 100% renewable electricity is a stand-alone goal for us and part of our broader emissions reduction strategy. In recent years, we implemented several strategies to bring us closer to reaching this goal. We installed rooftop solar panels at several of our largest facilities, opted for green supply contracts offered by utility providers in certain locations, purchased renewable energy attribute certificates in Australia, and signed three VPPAs. Through these VPPAs, we partner with renewable energy developers to bring new, clean electricity to the power grid. With all three VPPAs online, we forecast that renewable electricity will account for over 90% of our global electricity consumption, nearing our 2030 goal.

Electric & Hybrid Vehicles
Addresses Scope 1—
Mobile Emissions

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

We continue to transition our commercial fleet to hybrid and electric vehicle (EV) 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 approximately 42% at the end of 2025. 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 our previous combustion engine models reduces fuel usage by about 30%. In Europe, we have changed over 80 leased vehicles to electric models, with plans to accelerate the number of EVs in coming years. We are supporting this transition by funding home EV charger installation for interested and eligible drivers in the U.S. and Europe.

Energy Efficiency
& Conservation
Addresses Scope 1—
Stationary Emissions

Projected Contribution to
GHG Emissions Target: < 5%

In 2025, we continued with multiyear plans to improve efficiency across our facilities portfolio, while also focusing on substantial opportunities at one of our large sites near our headquarters in Maine. Our energy efficiency work has been largely focused on HVAC equipment and infrastructure upgrades, LED lighting installation, and process changes to reduce energy use. More detail on these initiatives can be found in our [Sustainable Facilities](#) section.

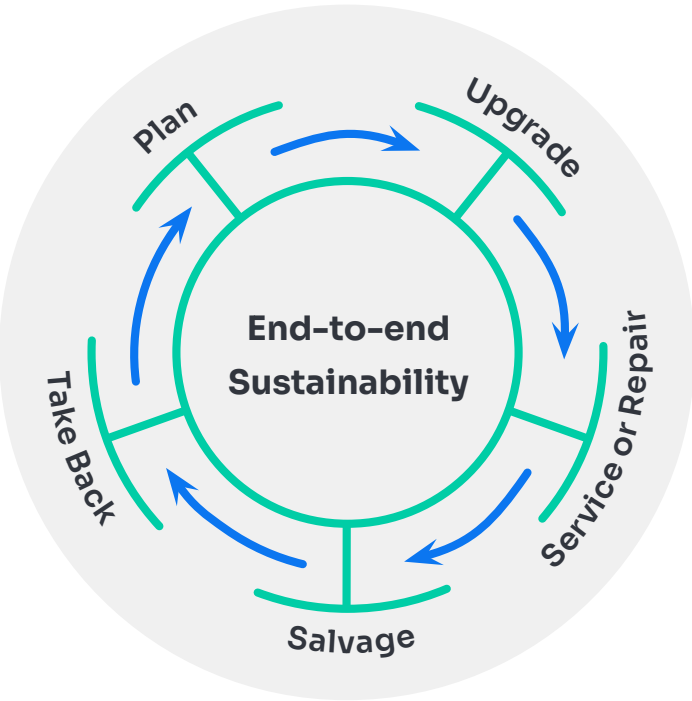
Virtual Power Purchase Agreements

AGREEMENT	ENERGY TYPE	LOCATION	AMOUNT	ESTIMATED ANNUAL GHG REDUCTION
VPPA 1	Solar	North America	20 Megawatts	13,000 MT CO ₂ e
VPPA 2	Solar	North America	20 Megawatts	10,000 MT CO ₂ e
VPPA 3	Solar	Europe	5 Megawatts	2,000 MT CO ₂ e



Product Life Cycle & Impact

Instrument Life Cycle



Plan

We consider product life cycle and impact when we initiate new product projects. 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, we monitor changing global regulations related to the environmental or human health considerations that may impact existing products on the market. We continue to invest in technological tools and expand our global networks to increase visibility to new or evolving laws that may impact our products or the materials used in them.

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, we assess alternative options, and where use of a substance of concern is deemed necessary, it is escalated for executive review.

Upgrade

We conduct point-of-service upgrades to continuously improve product reliability, leading to longer instrument life, fewer repairs, and less need for shipping and packaging over the product’s lifetime. In 2025, approximately 85,000 upgrades were performed worldwide on select IDEXX instruments.

~85,000
Point-of-service Upgrades

Service or Repair

Our 10 global service operations sites help improve repair cycle times, reduce transportation emissions, and enhance product expertise and repair capabilities in all regions. Using quality-certified repair procedures, our technicians will fix the issue and proactively replace functioning parts with newer, more reliable versions. This improves long-term instrument performance and builds a more reliable global instrument installed base. In 2025, our teams serviced or repaired over 35,000 instruments, 36% of them outside of the U.S.

35,000+
Instruments Serviced or Repaired

Salvage

Salvaging parts is a component of the end-of-life plans for our 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

We provide recycling and take-back services for our electrical products in the UK, the European Economic Area, and Switzerland in accordance with the Waste Electrical and Electronic Equipment 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. Additionally, we offer take-back service for any customer that sends a unit back to us.

Optimizing Logistics

In 2025, we established a distribution hub in Singapore, placing inventory closer to customers in Asia. The hub enables us to increase the volume of goods shipped to the Asia-Pacific region by sea and reduce reliance on air shipping.

Integrated Product Sustainability

We apply sustainability principles to support sustainable design across new product development and improvements to on-market offerings. Over the last five years, we introduced a variety of innovations that improve customer experience while reducing waste and improving efficiency, including several projects in 2025 that, together, will continue to deliver impact for our customers in the years to come.

Catalyst SmartQC Control

Launched in 2024 with global rollout in 2025, the Catalyst™ SmartQC™ Control eliminates the need for the VetTrol™ Control in our quality control testing system. In addition to providing results up to 90% faster than the previous solution,²⁵ this transition reduces packaging requirements from two boxes to one, representing a 40% reduction in packaging carton use, reduces consumable materials, optimizes shipping and palletization, and reduces customer storage needs.

Catalyst Pancreatic Lipase & Catalyst Cortisol Tests

With the introduction of the Catalyst™ Pancreatic Lipase Test in 2024, followed by the Catalyst™ Cortisol Test in 2025, customers now have the option to use a slide or a SNAP™ test for pancreatic lipase testing, while cortisol testing is offered exclusively through the Catalyst™ platform. Leveraging these new Catalyst™ tests provides accurate, fully quantitative results, streamlined workflows, and the flexibility to run these tests alone or alongside other Catalyst tests. Utilizing these two Catalyst tests reduces product material weight by 94%, minimizes associated packaging, and reduces our environmental impact as well as storage and transportation requirements.

Sustainability-forward Innovations

	2021				2022	2023		2024		2025
	ProCyte One™ Hematology Analyzer²⁶ 	Catalyst™ SDMA Test²⁷ 	North American Insulated Packaging²⁸ 	Reference Lab Multi-testing Technology²⁹ 	European Insulated Packaging³⁰ 	SNAP™ Feline Triple™ Test³¹ 	ELISA Packaging³² 	Catalyst™ SmartQC™ Control 	Catalyst™ Pancreatic Lipase Test 	Catalyst™ Cortisol Test 
Product-related Benefits										
Testing Efficiency Improved		✓		✓				✓	✓	✓
Product Materials Reduced	✓	✓		✓				✓	✓	✓
Energy Use Reduced	✓									
Packaging & Shipping Benefits										
Packaging Materials Reduced		✓		✓		✓		✓	✓	✓
Sustainable Packaging Materials Introduced	✓	✓	✓		✓		✓			
Shipping Efficiency Improved	✓			✓		✓		✓	✓	✓

Sustainable Facilities

Energy Efficiency at Our Largest Facilities

To maximize the impact of our energy efficiency efforts, we focus on the facilities in our portfolio with the highest levels of consumption and the greatest opportunities. Several of those sites made measurable improvements in 2025.

	Scarborough, Maine	Kornwestheim, Germany	Hoofddorp, Netherlands
+	In 2025, a multidisciplinary team reviewed energy models and consumption trends at this site and worked with utility providers to identify reduction opportunities. The team’s findings led them to implement HVAC setbacks, make changes to automation systems, equipment, and operational processes, and align HVAC and staffing hours.	At our largest European laboratory, we focused on systems upgrades to reduce energy consumption. We installed motion sensor lighting, optimized our building automation system, and improved heating and cooling regulation to reduce peak loads. We also installed an electrical water heater and rooftop air-handling units to maintain building performance at lower energy-usage levels.	Our buildings in the Netherlands now operate with 100% LED lighting, a multiyear upgrade process that was completed in 2025. Additionally, we installed heat pumps and implemented a new energy management system, resulting in more efficient energy consumption.
+			
+			
+			
+			
+			
+			
+			
	Year-over-year site emissions reduction: 4%	Year-over-year site emissions reduction: 5%	Year-over-year site emissions reduction: 16%

LED Lighting Conversions

Each year, we transition more facilities to LED lighting in an effort to reduce electricity consumption. With new LED lighting projects completed in 2025, 77% of our global square footage is now covered by energy-efficient LED lighting. In past years, our reported measurement has been limited to sites with only 100% LED coverage, but with significant progress at some of our largest sites and better data granularity, this figure now includes LED-lit square footage from sites with partial LED coverage.

Sustainable Commuting

We aim to support sustainable commuting options for getting to and from work. In 2025, we installed new EV chargers in parking lots at several locations, including our main U.S. campus. With chargers at many of our largest sites, 58% of on-site employees now work at a location with EV chargers available.

Efficient Water Use

As a company whose testing solutions help evaluate the safety of water for more than 2.5 billion people, we monitor our water usage and make continuous improvements to water-saving technologies at our facilities. See the [data summary](#) for details on our water consumption.

Amplifying Our Impact

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



Gulf of Maine Research Institute

We 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.



Equipment Donation Program

We have donated gently used furniture and equipment to higher education institutions and registered nonprofit organizations since 2022, giving a second life to items that would otherwise be recycled or end up in landfills. In 2025, we donated equipment to the University of New Hampshire and Educate Maine.



Governance, Policies & Systems Infrastructure

We recognize that strong governance practices, policies, and systems infrastructure are necessary to align our corporate responsibility goals and initiatives with our business strategy and Purpose, serve as a foundation for our efforts to achieve our Purpose, and support disclosure of 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. In the coming years, for example, we anticipate we will be subject to various new sustainability-related disclosure requirements, including the EU's Corporate Sustainability Reporting Directive, the EU's Pay Transparency Directive, and California's climate-related disclosure requirements. We are currently preparing to comply with these obligations, including implementing appropriate controls and procedures.

Highlight Since the Beginning of 2025

Completed an Orderly CEO Transition

Following an orderly, robust, and multiyear succession planning process overseen by the Board, we announced a CEO transition plan in January 2026 that was completed in May 2026. For more information about our CEO transition and the process our Board followed, refer to our [2026 Proxy Statement](#).

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

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

*Reflective of our Board of Directors as of immediately following the 2026 Annual Meeting of Shareholders



Corporate Governance

We are committed to sound corporate governance and high ethical standards and have implemented strong governance policies and practices in support of this commitment. We believe these practices and policies, together with our Board’s effective stewardship, have contributed to our success in building long-term value for our shareholders and other stakeholders. For information about our corporate governance practices and policies, including, among other things, our corporate governance

framework; our notable corporate governance highlights; practices and policies designed to promote overall Board effectiveness; and our Board’s oversight of our strategy and risk management, our corporate responsibility and sustainability program, activities, and disclosures, our cybersecurity program, our compliance program for legal and ethical conduct and human capital and talent matters, refer to our [2026 Proxy Statement](#).



Commitment to an Ethical Culture

Everything we do is guided by clear ethics policies and programs that are embodied in our [Code of Ethics](#). We seek to conduct our business fairly and transparently and maintain a 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

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 us responsibly in the public arena.

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

Employees are expected 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

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 our policies and procedures is a condition of employment. Our annual training program emphasizes different topics each year, and in 2025, it focused

Annual

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

16

Languages available for the Code of Ethics

on protection of our assets, insider and securities trading, and business records and retention. 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 learning management system.

In 2025, as part of our continuous efforts to further promote honest and ethical conduct, we fully implemented 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 designed to promote 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 [2026 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 local language. 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 they 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. We continuously monitor inquiry trends and reported concerns to inform communications and training plans, improve our internal processes, and strengthen key skills.



BRUCE, PET OF SARAH BISSON, PRODUCT MANAGER III, WESTBROOK, MAINE



Compliance & Risk Management

Compliance with our legal obligations and 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. 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, and our Board oversees our risk management activities. Refer to the sections of our [2026 Proxy Statement](#) entitled “Board’s Oversight of our Strategy” and “Board’s Role in Risk Management Oversight” for more information, including with respect to our annual enterprise risk assessment process led by our Chief Audit Executive in partnership with our Chief Compliance Officer. 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-aligned [Climate-related Financial Risks and Opportunities Disclosure](#).

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.

Global Anti-bribery & Corruption

As a global company, we are committed to conducting business with integrity in accordance with the highest ethical standards. We comply with all applicable anti-bribery and corruption laws and regulations in the United States and in the other jurisdictions in which we operate worldwide.

Our [Global Anti-Bribery and Corruption Policy](#), supported by a comprehensive global compliance program, is designed to promote awareness of applicable requirements among

employees, agents, and affiliates, and to prevent, detect, and address potential violations. We prohibit bribes and facilitation payments, maintain controls governing recordkeeping and approval processes, and establish clear expectations for appropriate conduct. We also require third-party agents and business partners to commit to conducting business on our behalf in a manner consistent with our ethical 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. As part of this ongoing effort, we conducted a comprehensive risk assessment in 2024, the results of which inform our strategic compliance priorities and risk-based resource planning.

Global Trade Compliance

Sound trade practices underscore our commitment to ethical business conduct and compliance with applicable laws, consistent with the IDEXX Code of Ethics and our core values and principles. We are committed to complying with all applicable U.S. trade sanctions and import and export laws and regulations, as well as those of other jurisdictions in which we operate globally. In addition, we do not participate in or cooperate with foreign boycotts against countries friendly to the U.S. Our Global Trade Compliance Policy, together with a comprehensive trade compliance program, is designed to promote awareness among employees, agents, and affiliates and to mitigate risk in an increasingly complex and evolving regulatory landscape.

Protecting Personal Data
Privacy and Managing
Cybersecurity Risk

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 drive transparency in our communication of our privacy practices and how we process personal information.

See our [Global Privacy Policy](#) to learn more about how we and our subsidiaries process personal data.

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 overseen by our Board with support of the Audit Committee. For more information about our cybersecurity program, refer to the discussion under “Item 1C. Cybersecurity” in our Annual Report on [Form 10-K](#) filed with the SEC on February 20, 2026.

Responsible Use of AI

We have built, and expect to continue to build, AI into many of our product and service offerings, and we expect this to expand. We also seek to effectively use AI in our operations to, among other things, improve innovation, efficiency, productivity, and customer experience. The AI landscape continues to evolve rapidly, and we strive to develop and use AI responsibly and in compliance with the law, including through implementing strong governance processes. For information about our management-level governance relating to our use of AI and our Board’s role in overseeing AI-related strategies, risks, and opportunities,

refer to the section of our [2026 Proxy Statement](#) entitled “Board’s Oversight of AI.”

Policy on Political
Contributions & Public
Policy Engagement

We have 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. We also do 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 activities in support of any of our 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.

Ethical Marketing

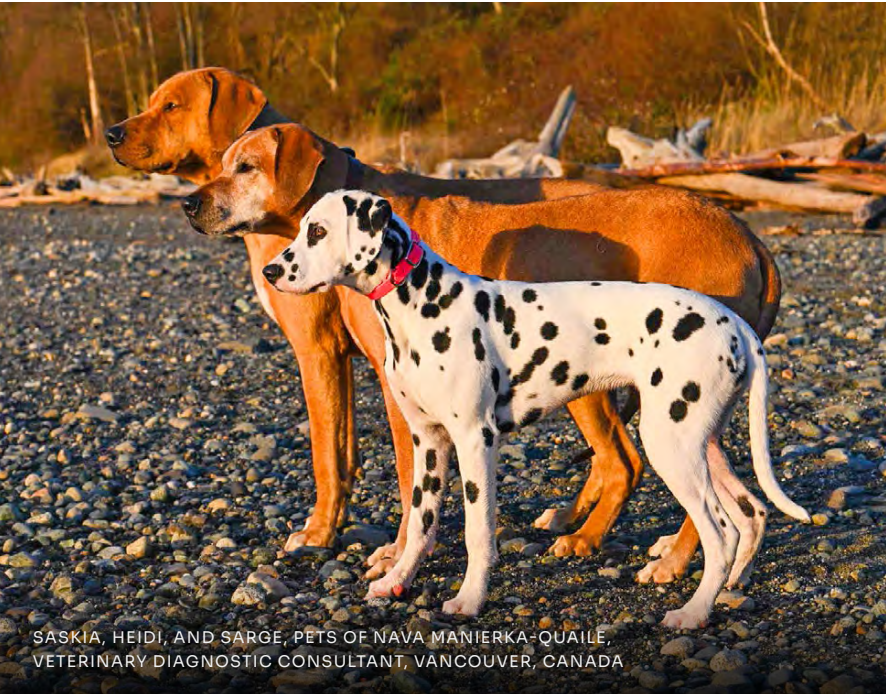
We endeavor to adhere to all applicable regulations relating to our marketing, promotional, and pricing activities, and we are committed to marketing our products and services ethically by presenting truthful claims regarding the capabilities of our products and services that are substantiated, where relevant, by peer-reviewed and third-party studies. 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 seek to comply with these laws and regulations and 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 the review and approval of all promotional materials intended to verify 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. 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. Our product and service pricing guides are provided to our direct and wholesale customers electronically or by mail. Product and services catalogs and pricing information can also be obtained by contacting our sales representatives and are accessible through our online ordering platforms. Typical terms include master terms and schedules, which are publicly available on our [website](#). Price is affected by many factors, including but not limited to volume, geographic region of the customer, and type of customer.



SASKIA, HEIDI, AND SARGE, PETS OF NAVA MANIERKA-QUAILE,
VETERINARY DIAGNOSTIC CONSULTANT, VANCOUVER, CANADA

Appendix

- + [Data Summary](#)
- + [Sustainability Accounting Standards Board \(SASB\) Index](#)
- + [Index of Policies, Commitments & Disclosures](#)



ACIA AND GORDI WITH OWNER KELSEY SHEA, EVENT PLANNER II, WESTBROOK, MAINE

Data Summary

All data reflects metrics for the year ended December 31, 2025, unless otherwise noted.
Additional information is available in our Annual Reports on [Form 10-K](#) and [Proxy Statements](#) at [idexx.com](#).

ECONOMIC	2023	2024	2025	REFERENCE	
Total company revenue, U.S. dollars (millions)	\$3,661	\$3,898	\$4,304	About IDEXX idexx.com and Form 10-K	
Income from operations, U.S. dollars (millions)	\$1,097	\$1,128	\$1,360		
Research and development, U.S. dollars (millions)	\$191	\$220	\$251		
Total global locations	115+	115+	115+		
Customer locations, countries, and territories	175+	175+	175+		
PRODUCT QUALITY & SAFETY	2023	2024	2025	REFERENCE	
Recalls issued, total units recalled ³³	— ³⁴	— ³⁴	1, 36	Product Quality & Safety	
Products listed in FDA's MedWatch Safety Alerts ³⁵	0	0	0		
Fatalities related to products reported in FDA MAUDE ³⁵	0	0	0		
FDA enforcement actions ³⁵	0	0	0		
ENVIRONMENT	2023	2024	2025	REFERENCE	
Greenhouse Gas Emissions, MT CO₂e					
Scope 1 (fuels, natural gas, refrigerants)	16,458	18,461	18,286	Climate Mitigation, Adaptation & Resilience	
Scope 2 (electricity use)	18,557	20,236	19,173		
Total Scope 1 & 2	35,015	38,697	37,459		
Scope 1 & 2 buildings	27,221	31,231	29,694		
Square footage (millions) ³⁶	2.7	2.7	2.7		
Building emissions intensity (MT CO ₂ e/1,000 square feet)	10.08	11.49	10.93		
Energy Use, MWh					
Total energy use from renewable sources	5,619	7,621	7,451		
Total energy use from nonrenewable sources	62,902	67,388	62,411		
Total Energy Use	68,521	75,009	69,862		
Water Consumption					
Water use, cubic meters	81,968 ³⁷	83,055 ³⁸	92,447 ³⁹	Sustainable Facilities	
Water intensity (cubic meters/1,000 square feet)	71.82	68.15	62.52		

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

GOVERNANCE	2023	2024	2025	2026	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	80%	91%	89%	82%	
Board of Directors, % men ⁴⁰	70% ⁴¹	64% ⁴¹	67%	73%	
Board of Directors, % women ⁴⁰	30%	36%	33%	27%	
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 ⁴²	Commitment to an Ethical Culture
Monetary losses as a result of legal proceedings associated with false marketing claims	No	No	No	No ⁴²	

Sustainability Accounting Standards Board (SASB) Index

Primary SICS Industry: Medical Equipment and Supplies Industry

All data reflects metrics for the year ended December 31, 2025, unless otherwise noted.

GENERAL ISSUE CATEGORY	ACCOUNTING METRIC	CODE	LOCATION
Affordability & Pricing	Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Governance—Ethical Marketing
	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-MS-240a.3	Select net price realization figures are reported in our earnings releases and prepared remarks on Investor Relations at idexx.com .
Product Safety	(1) Number of recalls issued, (2) total units recalled	HC-MS-250a.1	Appendix
	Products listed in any public medical product safety or adverse event alert database	HC-MS-250a.2	Appendix
	Number of fatalities associated with products	HC-MS-250a.3	Appendix
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, 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—Product Life Cycle & Impact 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—Product Life Cycle & Impact
Supply Chain Management	Percentage of (1) entity’s facilities and (2) Tier 1 suppliers’ facilities participating in third-party audit programmes 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 (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	TC-SI-330a.3	People—Talent & Development

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[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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[Locations and ISO Certificates](#)

[Modern Slavery Statement](#)

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[TCFD-aligned Climate-related Financial Risks and Opportunities Disclosure](#)

[Transparency in Coverage—MRF](#)

[UK Gender Pay Gap Report](#)

[UK Tax Strategy](#)

[Workplace Gender Equality Report, Australia](#)

(Select IDEXX in Employer Data Explorer)

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](#).



FREYA, PET OF MARIE SMIT, CUSTOMER SUPPORT CONSULTANT III, JOHANNESBURG, SOUTH AFRICA

Forward-looking Statements

This report contains “forward-looking statements” as that term is defined in the U.S. Private Securities Litigation Reform Act of 1995. These statements are based on management’s expectations or forecasts of future events as of the date of this report and are based on management’s estimates, projections, beliefs, and assumptions as of such date.

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 renewable electricity sourcing and goals and our GHG

emission reduction strategy, our expectations that we are on track to achieve our renewable electricity sourcing and goals and our GHG emission reduction goals by 2030, planned expansion of parasite and disease prevalence maps in Europe, planned launches of products and services, anticipated expansions of product menus and capabilities, and climate-related opportunities identified in our Climate-related Financial Risks and Opportunities Disclosure. In addition, with respect to opportunities identified in our Climate-related Financial Risks and Opportunities Disclosure 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.

These forward-looking statements involve known and unknown risks and uncertainties that may cause actual results to differ materially from those expressed or implied by the forward-looking statements. These risks and uncertainties include, among other

things, the adverse impact, and the duration, of macroeconomic and geopolitical events, conditions, and uncertainties; tariff and trade policies of the United States and other countries; our ability to successfully execute our strategy; supply chain challenges; the regulatory environment in the United States and in other countries and our ability to obtain necessary regulatory approvals for new products or services within expected timeframes, or at all; our ability to attract, develop, and retain highly capable and skilled employees and leaders; and other matters described under the headings “Business,” “Risk Factors,” “Legal Proceedings,” “Management’s Discussion and Analysis of Financial Condition and Results of Operations,” and “Quantitative and Qualitative Disclosures About Market Risk” in our 2025 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. We specifically disclaim any obligation to publicly update any forward-looking statement, whether as a result of new information, future events, or otherwise.



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¹What are the most common types of cancers in dogs? How many dogs typically get cancer? Veterinary Cancer Society; 2021. Accessed May 20, 2026. [www.vetcancersociety.org/pet-owners/faqs](#).

²Self-reported volunteer hours from global employees.

³For information on our “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, 2025.

⁴The 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.

⁵Global social initiatives include recommended grants from the IDEXX Foundation and contributions (including but not limited to free SNAP tests) from corporate lines of business.

⁶Impact metric relies on data provided by organizations outside of IDEXX.

⁷Goal as stated in our 2021 Corporate Responsibility Report.

⁸Goal completed as of 2023 reporting period.

⁹Data on file at IDEXX Laboratories, Inc. Westbrook, Maine USA: Dose comparison of ImageVue DR50 and ImageVue DR50 Plus digital imaging systems.

¹⁰Data on file at IDEXX Laboratories, Inc. Westbrook, Maine USA: Based upon comparison of IDEXX systems to comparable digital imaging systems currently available in the veterinary market.

¹¹Data on file at IDEXX Laboratories, Inc. Westbrook, Maine USA.

¹²Coyne M, Szlosek D, Webeck J, et al. Use of a veterinary therapeutic renal diet in cats with early chronic kidney disease is associated with slower disease progression and improved survival. JAVMA. 2026;264(5):590–598. doi:10.2460/javma.25.10.0665

¹³Includes 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).

¹⁴Goal as stated in our 2024 Corporate Responsibility Report, with additional clarity added in our 2025 Corporate Responsibility Report.

¹⁵Goal launched in our 2024 Corporate Responsibility Report.

¹⁶Data regarding gender is based on self-identification by our global employees and use gender categories that align with U.S. government reporting requirements in effect during 2025.

¹⁷Employees in people leadership roles (all levels).

¹⁸For eligible employees as applicable by local guidelines.

¹⁹All data from Spring Health is reported in aggregate; individual employee data remains confidential.

²⁰Recordable incident rate (RIR) is the number of employees per 100 full-time employees that have been involved in a recordable injury or illness.

²¹Safety records include employees and contract workers.

²²Lost time incident rate (LTIR) is the number of incidents that result in time away from work per 100 full-time employees.

²³Emissions target is based on 2021 data as a baseline.

²⁴Continuing to leverage initial Scope 3 screenings to gather a more complete picture of value chain emissions and opportunities to reduce our impact.

²⁵Data 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.

²⁶As reported in our 2021 Corporate Responsibility Report, ProCyte One has 60%+ fewer components compared to LaserCyte Dx, recyclable packaging and consumable bottles, 20% peak power in low-power mode, calibration fluid with double the shelf life, and 50% fewer kits required per year.

²⁷As reported in our 2021 Corporate Responsibility Report, Catalyst SDMA avoids an estimated 29,000 pounds of plastic per year, has a 44% reduction in packaging material, includes 100% recycled paperboard, and requires 43% fewer plastic pipettes.

²⁸As reported in our 2021 Corporate Responsibility Report, we transitioned to environmentally friendly insulated packaging when shipping cold consumables in the U.S., avoiding approximately 330,000 pounds of polystyrene foam per year.

²⁹As reported in our 2021 Corporate Responsibility Report, digital multi-testing technology enables multiple tests to be run on one device, increasing instrument capacity and reducing the number of lab plates required by up to 75% and SNAP tests by up to 50% while using fewer materials and reducing waste and shipping.

³⁰As reported in our 2022 Corporate Responsibility Report, we transitioned to environmentally friendly insulated packaging for European cold consumables shipments, avoiding more than 190,000 pounds (estimated) of polystyrene foam per year in Europe.

³¹As reported in our 2023 Corporate Responsibility Report.

³²As reported in our 2024 Corporate Responsibility Report.

³³Row header reflects SASB updates adopted in 2025. Data disclosed for 2023 and 2024 represents previously reported data under then applicable SASB standards.

³⁴Disclosure covers only FDA recalls issued, as previously reported under then applicable SASB standards.

³⁵OPTI Medical products are subject to FDA regulations.

³⁶Square footage in accordance with GHG Protocol.

³⁷Water consumption and intensity for 42% of square footage.

³⁸Water consumption and intensity for 45% of square footage.

³⁹Water consumption and intensity for 54% of square footage.

⁴⁰Based on self-identification by members of the Board of Directors.

⁴¹Not previously disclosed.

⁴²For the five-month period ended May 31, 2026.