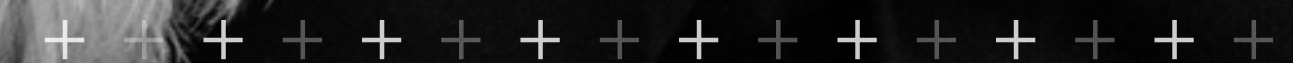




# 2021 Corporate Responsibility Report

Pursuing Our Purpose  
for Long-Term Value  
Creation and Positive  
Impact on a Global Scale





# Contents



Letter to Our Stakeholders	3
2021 Highlights	5
ESG Goals and Commitments	6
Our Company and Our Approach to Corporate Responsibility	7
About IDEXX	7
Our Approach to Corporate Responsibility	10
Innovation and Access	12
Innovating to Enhance Health and Well-Being	14
Expanding Access to Support Health and Well-Being	17
Environment	19
Taking Climate Action	21
Reducing Our Operational Impact	22
Advancing Product Stewardship and Circular Economy	25
Social	28
People and Culture	30
Diversity, Equity, and Inclusion	31
Talent and Development	34
Employee Well-Being	36
Workplace Health and Safety	37
Responsible Supply Chain	38
Community Impact: IDEXX Foundation and Community Engagement	39
Governance	45
Corporate Governance	47
Global Ethics and Compliance	49
Risk Management, Privacy, and Cybersecurity	51
Policies, Commitments, and Disclosures	53
ESG Appendix	54
Data Summary, 2019-2021	55
Sustainability Accounting Standards Board (SASB) Index	59
Task Force on Climate-Related Financial Disclosures (TCFD) Index	61
Progress on Goals from 2020 Corporate Responsibility Report	65

## About this Report

Our 2021 Corporate Responsibility Report provides an update on the progress we’ve made and is a look to the future on our continued commitment to enhance the health and well-being of pets, people, and livestock. This report focuses on IDEXX’s material environmental, social, and governance (ESG) topics in alignment with reporting standards and frameworks, such as the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-Related Financial Disclosures (TCFD), which are detailed in our [ESG Appendix](#). The report also recognizes the important role we play in helping to meet the United Nations Sustainable Development Goals (SDGs).

Unless otherwise noted, all performance reporting covers January 1, 2021 to December 31, 2021. In some instances, reported data may be estimates or rounded. All financial information is reported in U.S. dollars. We have also included selected ESG information in our 2021 Annual Report on Form 10-K and our 2022 Proxy Statement, which are available on our corporate website at [www.idexx.com](http://www.idexx.com). For more information, see [Our Approach to Corporate Responsibility](#) section of this report or visit [Corporate Responsibility at IDEXX](#).

Note: Inclusion of information in this report is not an indication that the subject or information is material to our business or operating results or material to investors or that such information is required to be disclosed in our filings with the U.S. Securities and Exchange Commission (SEC). Materiality, as used in this report, is distinct from, and should not be confused with, such term as defined for SEC reporting purposes, and the information included in, and any ESG factors or issues identified as material for purposes of, this report may not be considered material for SEC reporting purposes.





“We want to leave the world in a better place than we found it. For us, this means taking action to enhance the lives of pets as well as those entrusted with their care. Through initiatives powered by our people, innovation, and insights, we help improve the standard of care for pets and livestock, keep drinking water safe, and reduce our environmental footprint.”

• **JAY MAZELSKY** PRESIDENT  
AND CEO, IDEXX

# Letter to Our Stakeholders

At IDEXX, we are driven by our Purpose to enhance the health and well-being of pets, people, and livestock, and we aim to do that while making a positive impact on a global scale, aligned with our strategic priorities. Our 2021 Corporate Responsibility Report reflects our ongoing commitment to purpose-driven impact.

We have made significant progress on our environmental, social, and governance (ESG) journey since our last report by increasingly integrating ESG initiatives and efforts into our business processes and strategy as we advance our innovation agenda, expand our global presence, continue to support and partner with our customers, and strengthen and engage our talent. Through our focus on innovation, we are creating better experiences for our customers and their patients, as well as for our employees. Since our last report, we completed ESG materiality and carbon footprint assessments, clarified ESG oversight responsibilities of our Board and committees, and disclosed our latest Consolidated EEO-1 data on our website, increasing transparency in the composition of our global and U.S. workforce. We strive for transparency and enhanced disclosure of our ESG practices and progress at IDEXX, while working towards opportunities to increase our impact.

We are proud to share our aspirations by announcing new ESG goals and commitments.

## Taking Action to Reduce Our Environmental Impact

Since our last report, we've been working to better understand our own environmental impact and how we can contribute to a healthy, sustainable future for all. We believe that investing in environmental sustainability supports our Purpose and helps us create value for all stakeholders. We are focused on reducing our own operations' impact on the environment and have set the following Scope 1 & 2 greenhouse gas (GHG) emissions target based on guidelines set by the Science-Based Target Initiative's 1.5 degree pathway as aligned with the goals of the UN Paris Agreement, including:

- Reduce Scope 1 & 2 GHG emissions by 37.8% by 2030
- Source 100% renewable electricity by 2030

We are also pursuing efforts to further reduce and sustainably manage waste, conserve water, and advance product stewardship and circular economy to minimize the environmental impact of our products and packaging.

## Accelerating Diversity, Equity, and Inclusion

At IDEXX, we know diversity, equity, and inclusion (DEI) are essential drivers of our innovation and success. Through our DEI efforts, we aim to make our global workplaces dynamic, supportive of all our employees, and representative of our customers and

communities. Our evolving DEI strategy is focused on advancing equity at the individual, company, and community levels. To continue to drive meaningful change in 2021 and beyond, we:

- Increased the representation of women in global senior leadership to 34% in 2021, a 4 point increase from 2020
- Focused on inclusive leadership training and, as of the issuance of this report, trained 100% of global people managers to recognize and mitigate unconscious bias and foster belonging
- Continued to advance our pay equity practices with our 2022 assessment confirming our global pay practices are fair and equitable. For more information, see the **Pay Equity** section of this report

We are committed to accelerating inclusion, equity, and more diverse representation across the company. We have developed aspirations for change to continue to make our workplace more inclusive, including:

- Maintain gender balance in global management and ensure programs are in place that support career advancement opportunities for women across the enterprise, including in senior leadership
- Increase representation of underrepresented groups in U.S. management to 33% by 2030



## Amplifying Our Impact

As a purpose-driven organization, we are committed to creating a positive and lasting impact around the world. Through the IDEXX Foundation, employee volunteer efforts, and corporate contributions, we strive to expand access to care for animals and protect life's essentials, like clean drinking water. We are also helping to build the future veterinary workforce through our ongoing support of STEM education programs and scholarships. In 2021, we:

- Contributed \$3.4 million to social initiatives, including IDEXX Foundation grants supporting 36 solutions-oriented global initiatives, corporate contributions, and product donations for disaster response, education, and community outreach
- Announced a multi-year \$3.6 million initiative with the Tuskegee University College of Veterinary Medicine and the IDEXX Foundation that includes nine full scholarships and mental health support, taking further action to advance DEI in veterinary medicine

We are also committed to supporting the health and safety of our employees, customers, and suppliers impacted by extreme climate events and other crises. In response to the devastating war in Ukraine, we donated rabies testing services and contributed to humanitarian efforts and organizations helping people and animals throughout the impacted region. You can read more about our response to the Ukraine war in the [Community Impact](#) section of this report.

The accomplishments highlighted in this report were achieved in the face of the ongoing pandemic and guided by the continued leadership, resilience, and collaboration of our worldwide colleagues. I could not be prouder of or more grateful for the contributions of

our more than 10,300 colleagues across the company. I am excited about the opportunity to continue to contribute to our Purpose and further our ESG commitments to realize a healthier, sustainable future for generations to come.

• **JAY MAZELSKY** PRESIDENT AND CEO, IDEXX

Jay Mayhew



Above: Jay Mazelsky with fellow IDEXX employees celebrating the 2021 grand opening of our International Distribution Center in Memphis, Tennessee, USA.









# ESG Goals and Commitments


Our new ESG goals and commitments are informed by our ESG materiality and carbon footprint assessments, as well as input from stakeholders. They reflect the ongoing pursuit of our Purpose to create long-term value by enhancing the health and well-being of pets, people, and livestock.


## Environment

- 

Reduce our operational greenhouse gas (GHG) emissions (Scope 1 & 2) by 37.8% by 2030<sup>1</sup>  
*Aligned with UN Paris Agreement's 1.5°C*  
**2021 baseline: 34,027 MT CO<sub>2</sub>e**
- 

Source 100% renewable electricity by 2030  
**2021 status: 0.4%**
- 


Advance understanding of our Scope 3 GHG emissions<sup>7</sup>
- 


Integrate sustainability considerations as required criteria for new product development and design
- 


Reduce amount of plastic and other material waste from current products and packaging


Please see our [Forward-Looking Statements](#) section at the end of this report ►

## Social


- 


Maintain gender balance<sup>3</sup> in global management<sup>2</sup> and ensure programs are in place to support career advancement opportunities for women across the enterprise  
**2021 status: 48% women**
- 


Increase representation of underrepresented groups<sup>4</sup> in U.S. management<sup>2</sup> to 33% by 2030
- 

Continue to provide career opportunities for women in STEM roles<sup>6</sup> globally  
**2021 status: 59% women**
- 

Increase annual global employee volunteering to 15,000 hours by 2025  
**2021 status: 4,777 hours**

- 

Expand access to care for >500,000 animals in underserved communities by 2025 through our global social initiatives<sup>8</sup>
- 

Expand access to mental health and well-being support for veterinary students and veterinary professionals around the world through our global social initiatives<sup>8</sup>
- 

Conduct human rights risk assessment of our supply chain in 2023


1 Emissions target is based on 2021 data as baseline. Target aligned with United Nations Paris Agreement's goal of limiting warming to 1.5 degrees Celsius


2 Employees in people leadership roles (all levels)


3 Gender balance refers to the equitable representation of women and men between the range of 45% and 55%

4 Based on self-identification by our U.S. employees. The term 'underrepresented groups' is defined as African American/Black, Asian, Hispanic/Latinx, American Indian, Alaska Native, Native Hawaiian/Other Pacific Islander, and two or more races, as well as other underrepresented and/or vulnerable groups

## Governance

- 

Launch a standalone Conflicts of Interest Policy that supplements our Code of Ethics by end of 2022
- 

Introduce an automated tool for self-disclosing, resolving, and documenting potential conflicts of interest by 2023
- 

Adoption and global roll out of a policy on social initiatives and community engagement, including charitable contributions, by end of 2022

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

7 Completed an initial Scope 3 screening and plan to work with suppliers and logistics partners to gather a more complete picture of value chain emissions and opportunities to reduce our impact

8 Global social initiatives include grants from the IDEXX Foundation and contributions from corporate lines of business



# Our Company and Our Approach to Corporate Responsibility

## About IDEXX: Who We Are

At IDEXX, we are driven by a desire to contribute to something bigger than ourselves by making a positive social impact on a global scale. Headquartered in Maine, IDEXX employs more than 10,000 people on six continents and offers solutions and products to customers in more than 175 countries.

A member of the S&P 500® Index, IDEXX is a leader in pet healthcare innovation. Our diagnostic and software products and services create clarity in the complex, constantly evolving world of veterinary medicine. We support longer, fuller lives for pets by delivering insights and solutions that help the veterinary community around the world make confident decisions—to advance medical care, improve efficiency, and build thriving practices. Our innovations also help ensure the safety of milk and water across the world and maintain the health and well-being of people and livestock.

### 2021 Company Highlights

**10,350**  
Total Global Employees  
in 33 countries and 115+ locations

**\$3.2 billion**  
Company Revenue

**90%**  
Revenue from Companion  
Animal Group business

**\$161 million**  
in Research & Development

**175+**  
Countries and territories where  
products and services are sold

### Our Purpose

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

### Our Guiding Principles





Our Business: What We Do



Companion Animal Group

IDEXX Companion Animal Group (CAG) is a global leader in pet healthcare innovation. CAG provides diagnostic and information management-based products and services for veterinarians, including in-clinic diagnostic solutions, reference laboratory services, and veterinary software and services. Our diagnostic and software products and services create clarity in the complex, constantly evolving world of veterinary medicine. We help pets lead longer, fuller lives by giving veterinarians the tools, technology, and insights to see clearly and get the answers they need.

IDEXX Water

IDEXX Water is a global leader in water microbiology, providing tests that ensure the safety of drinking water and other water supplies for more than 2.5 billion people in 100 countries around the world. 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*.

IDEXX Livestock, Poultry, and Dairy

IDEXX Livestock, Poultry, and Dairy provides diagnostic tests and services to monitor the health of herd and flock animals worldwide, improve producer efficiency, and ensure the quality of milk. Our diagnostic solutions help livestock veterinarians and producers identify and manage disease for confidence in healthy herds and flocks. Over the last ten years, nearly 1.1 billion IDEXX livestock diagnostic tests have been sold around the globe.

OPTI Medical Systems

OPTI Medical Systems, Inc. specializes in the design and manufacturing of point-of-care and laboratory diagnostic solutions for human medicine, such as blood gas and electrolyte analyzers. Used in emergency rooms and intensive care units in more than 100 countries, OPTI analyzers combine accuracy with convenience and clinical flexibility to support time-critical diagnostic testing. Through OPTI Medical, we also provide human COVID-19 testing products and laboratory services.



## Our Ongoing Response to COVID-19

## Protecting Employee Safety and Health

Starting in 2020 and continuing throughout 2021, we took quick action to protect the safety and health of our employees as the COVID-19 pandemic spread globally, including:

- Transitioning to working from home for the majority of employees
- Aligning business travel and in-person meeting policies to public health guidance in order to promote employee safety and wellness
- Implementing additional safety and hygiene measures and protocols for frontline employees
- Assisting employees with work-from-home funds and adding paid time off and caregiving support
- Introducing flexible work options and hybrid work models to support new ways of working

## Supporting Our Customers

We ensured ongoing supply of essential products and services to our customers, including:

- Maintaining safe and continued operations of our global manufacturing, distribution, and reference laboratories sites
- Modifying some of our commercial and business practices to protect the health and safety of field professionals and veterinarian customers
- Making available short-term customer relief through flexibility in payment terms and contract requirements
- Effectively managing pandemic-related supply chain and logistics issues to ensure product availability and business continuity for our customers

## Delivering through Innovation

We also continued to develop new products and services in the fight against COVID-19, including Water SARS-CoV-2 RT-PCR test kit and protocol for wastewater testing, creating an important epidemiological tool to track the prevalence of COVID-19 in communities. In addition, we continue to supply OPTI SARS-CoV-2 RT-PCR test kits for human COVID-19 and support the State of Maine's Center for Disease Control and Prevention testing laboratory, processing more than 500,000 tests since 2020.



## Listening to Our Frontline Workers

Our employees on the frontline, who comprise approximately 40% of our workforce, are engaged in essential onsite work to make sure we deliver on our Purpose to keep pets and people healthy and safe. Our 2020 employee survey brought to light the different needs of frontline employees compared to those typically working in the office. The ongoing transformation of the labor market has continued to highlight these differences as we compete for talent.

In 2021, we began an initiative to actively engage in understanding better what matters most to frontline workers and what drives their engagement and retention. The initiative is focused on frontline employees in operations, reference labs, and in some commercial sales and customer support roles.

By continuously listening to our frontline employees, many of whom reflect the diversity of our workforce, we are gaining new insights into what is important to them and perspective on their different experiences. Our findings thus far show they value having pathways for growth and development, working for an effective and engaged manager, and feeling rewarded for the work they do.

We've already taken some action, including increasing the frequency of bonus payments to twice per year for our U.S. operations and reference lab workers and advancing market competitive pay increases, as appropriate. In 2022, we are focused on expanding career progression programs, such as career ladders, and leadership development resources for frontline workers and we've rolled out expanded mental health benefits for all U.S. employees and their family members, including those on the frontline.



# Our Approach to Corporate Responsibility

## Pursuing our Purpose for long-term value creation and positive impact on a global scale

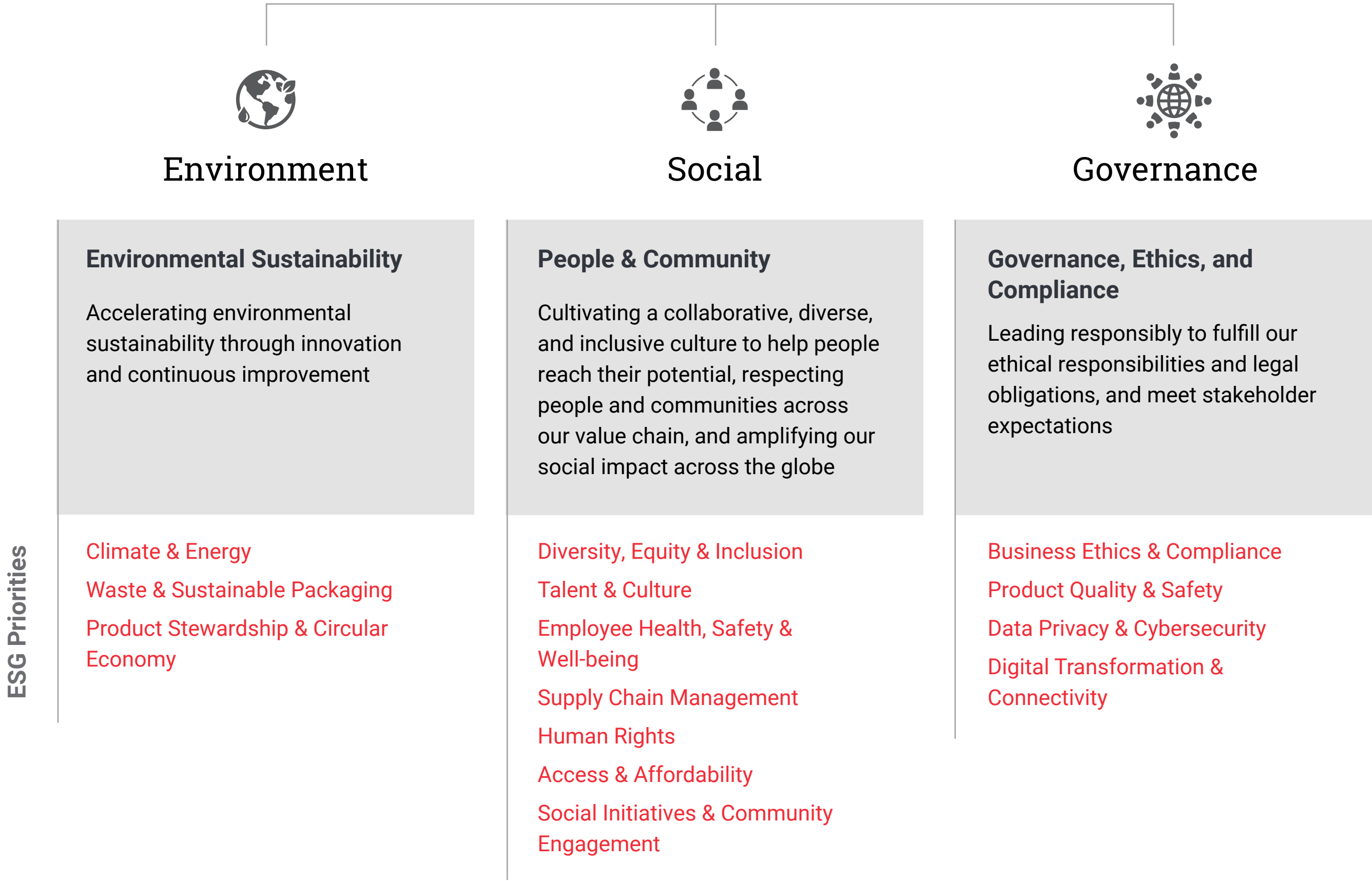
We know everything we do is interconnected. Through our science-driven innovations, we deliver insights and solutions that support longer, fuller lives for pets and improve efficiency for veterinarians, make access to clean water a reality for millions of people around the world, and provide diagnostics to manage herd and flock health and productivity. We also recognize the importance of environmental sustainability and how a healthy planet is essential for animals and people to thrive. In addition, we believe that our efforts to cultivate a collaborative, diverse, and inclusive culture at IDEXX and develop a strategy for our supply chain to further advance responsible and sustainable sourcing and support human rights across our entire value chain will help us to attract, motivate, develop, and retain talented employees at all levels who are aligned with and passionate about our Purpose. Our sound governance policies and practices enable effective management of our enterprise risks and opportunities, including ESG risks and opportunities, for the benefit of IDEXX and our stakeholders. In all that we do, we seek to lead responsibly, sustainably, and ethically to create long-term value and lasting, positive impact on a global scale and build a healthier future for all.

We support the 17 United Nations Sustainable Development Goals (SDGs), and our corporate responsibility focus areas and ESG priorities are aligned to focus on the nine goals we can most uniquely impact:



## Our Corporate Responsibility Focus Areas and Priorities

Our approach to Corporate Responsibility focuses on our most material issues, as identified by our stakeholders, and the areas where we can make a positive impact. In alignment with our top ESG priorities, we have organized our activities in the following areas: Environmental Sustainability, People and Community, and Governance, Ethics, and Compliance.







## ESG Materiality and Stakeholder Engagement

Understanding the ESG issues that matter most to our business and stakeholders helps us to prioritize our activities and report on them effectively and transparently. In 2021, we conducted our first ESG materiality assessment with the support of an external consultancy. The materiality assessment collected feedback from a range of global internal and external stakeholders that was benchmarked by peer best practices and included an analysis of the global regulatory landscape relevant to ESG issues. We commit to periodically refreshing our materiality assessment moving forward.

We also engage with key stakeholders, both internally and externally, on a variety of topics and issues and through different mechanisms. Key stakeholders include: employees, senior leaders, customers, investors, suppliers, and community partners. Examples of our stakeholder engagement are provided throughout this report.

From the ESG materiality assessment, we identified several top priorities from among the 20 most significant ESG topics for our sector. Highlighted on the previous page, they include: climate and energy; diversity, equity, and inclusion; packaging sustainability; talent and culture; supply chain management; and human rights, among others.

## Corporate Responsibility and ESG Governance

At the Board of Directors level, our full Board oversees our overall strategy and management of material ESG risks and opportunities, and our Board committees support the Board.

The Governance and Corporate Responsibility Committee oversees our approach to environmental sustainability and social matters (other than human capital and talent), such as climate change and sustainability, supply chain and human rights, and charitable and political contributions. The Compensation and Talent Committee oversees human capital and talent, including DEI. As of 2022, the Audit Committee reviews controls and procedures for disclosures relating to ESG matters. Our senior management regularly reviews our material ESG activities, practices, and disclosures with the Board and the Board committees, including in conjunction with the Board’s review of the results of our annual enterprise risk assessment and strategic planning processes. For more information, see our [2022 Proxy Statement](#).

At the management level, IDEXX’s Director of Global Corporate Responsibility, who reports directly to our Chief Human Resources Officer (CHRO), oversees our corporate responsibility program and is responsible for advancing our ESG priorities, working in collaboration with cross-functional steering committees. The Corporate Responsibility Executive Committee provides strategic guidance and reviews progress related to goals on a regular basis. This committee includes the Chief Executive Officer, Chief Financial Officer, General Counsel, CHRO, Chief Marketing Officer, and Executive Vice President of Operations. Environmental sustainability is overseen by our Environmental Sustainability Steering Committee. This committee is comprised of representatives



## ESG Governance



from Operations, Supply Chain, Legal, Technology, Research & Development, and key business functions. Our ESG Working Group includes representatives from Corporate Responsibility, Operations, Supply Chain, Human Resources, Legal, Investor Relations, and Communications. These groups periodically engage with external stakeholders on IDEXX’s ESG initiatives.

We continue to advance the integration of ESG risks into our enterprise risk assessment and management processes and ESG opportunities into our strategic and business planning. Discussion of our climate-related risks and opportunities are highlighted in our TCFD index in the [ESG Appendix](#) ►



# Innovation and Access

At IDEXX, everything we do is interconnected. Our diagnostic and software products and services create clarity in a complex and evolving world. We deliver insights and solutions that support longer, fuller lives for pets, improve efficiency, and protect life's essentials, like clean drinking water.

We follow the science to drive innovation that enhances the health and well-being of animals, people, and the environment. We help the communities we serve thrive by advancing the standard of veterinary care, making access to clean water a reality, contributing diagnostics to support herd health, and amplifying the power of the human-animal bond.



## In this section:

- **Innovation and Access Highlights**
- **Innovating to Enhance Health and Well-Being**
- **Expanding Access to Support Health and Well-Being**







# Innovating to Enhance Health and Well-Being

As a global leader in pet healthcare innovation, we help elevate the standard of care around the world. Our diagnostic and software products and services create clarity in the complex, constantly evolving world of veterinary medicine. We support longer, fuller lives for pets by delivering insights and solutions that help the busy veterinary professional make confident decisions — to advance medical care, improve efficiency, and build thriving practices with engaged teams.

## Advancing the Standard of Veterinary Care

As veterinarians strive to advance the standard of care for their patients, we continue to support them through new product innovations and enhancements to products and services that support the health and well-being of pets. Featured below are some recent examples of innovations to advance the standard of veterinary care:



## ProCyte One®

Our next-generation, point-of-care hematology analyzer offers accurate, real-time blood test results, is easy to use and affordable, and takes up less space compared to other analyzers. ProCyte One makes accurate in-clinic hematology testing accessible to veterinarians worldwide, helping to advance pet health care globally.

Learn more about the sustainable design considerations of [ProCyte One](#) ►



## Catalyst® SDMA Test

The Catalyst® SDMA Test, the early indicator for a decline in kidney function, features a new innovative technology that brings reagents onboard the slide, allowing it to be run more efficiently as part of routine chemistry profiles. This enhancement will save time and simplify workflows, facilitating faster delivery of results and the potential for earlier clinical interventions and better outcomes for pets.

Learn more about the sustainability of the [Catalyst® SDMA test](#) ►

**SNAP® 4Dx® Plus Test**

The SNAP 4Dx® Plus Test now features clinical decision support to help veterinarians interpret results faster. Following a result, clinical decision support on VetConnect® PLUS provides follow-up considerations, along with patient-specific interpretive assistance, to help veterinarians identify evidence of active infection and determine next steps more quickly. Additional enhancements include increased sensitivity for Anaplasma and extended room temperature storage that will help staff to save time.



## Fecal Dx<sup>®</sup> Antigen Testing

Fecal Dx<sup>®</sup> antigen testing is expanded to include the detection of flea tapeworm in addition to current tests for hookworm, roundworm, and whipworm. With this addition, Fecal Dx antigen testing detects up to five times more of these common intestinal parasites, and earlier, than fecal flotation alone.<sup>9</sup> This provides veterinarians with valuable insights as part of annual wellness screens.



## Helping Veterinarians Navigate the Complexities of Managing Cancer Cases

Cancer care in pets is a vast unmet need. There are roughly six million new cancer diagnoses in dogs in the U.S. each year, and a similar number in cats.<sup>10</sup> Approximately one in three dogs will develop cancer during their lifetime.<sup>11</sup> With the goal to enhance the lives of pets, IDEXX continues to expand what's possible with recently broadened reference laboratory offerings in North America that build on our expertise in cancer pathology. Through new innovative offerings like next-generation DNA sequencing technology and liquid biopsy testing, we are providing veterinarians with comprehensive cancer diagnostics and support services to help them address the increasing demand to diagnose and treat cancer.



**1 million suspected cancer case submissions**  
reviewed by IDEXX  
global pathologists  
annually<sup>9</sup>

## Customer-Facing Software and Connectivity Innovations

## Acquisition of ezyVet®

Acquired in 2021, ezyVet® is a fast-growing, innovative practice information management system (PIMS), helping us further expand our world-class cloud software offerings and support customers with technology solutions that raise the standard of care for patients, improve practice efficiency, and enable more effective communication with pet owners.

## VetConnect PLUS Mobile App

Recently enhanced mobile cloud-based software provides veterinary professionals all the patient information they need in the palm of their hand. Updates include streamlined case management, easier-to-read reports, and more intuitive navigation – all available in multiple languages – allowing veterinarians to spend less time looking for information and more time with patients.

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

10 Animal Cancer Foundation

11 The National Canine Cancer Foundation



## A black and white photograph capturing a close-up of a hand being washed under a running faucet. Water is splashing upwards and outwards from the hand, creating numerous droplets and a dynamic, textured surface. The lighting highlights the individual water droplets and the wet skin of the hand. The background is blurred, focusing attention on the water and the hand.











### Expanding Access to Health Care in Remote Settings

Our next generation of blood gas analyzers are portable, battery-powered, standalone instruments that require minimal maintenance, making them ideal for use in emergency care and remote settings. With more than 3 billion people in the world living in rural areas,<sup>12</sup> our analyzers are ideal for use in these hard to reach regions. The OPTI Medical Systems group supports initiatives with local health systems and nonprofit groups to distribute our medical instruments where they are needed most. During the pandemic, we donated OPTI analyzers to emergency field hospitals treating COVID-19 patients in China and India. We also provided OPTI instruments and consumables to support emergency room critical care relief efforts in the Ukraine war.

<sup>12</sup> World Bank, [2020 Data](#)

## Expanding Access to Support Health and Well-Being

### Preparing for Day One Competencies: IDEXX University Program

The IDEXX University Program partners with 34 leading veterinary schools in North America and the Caribbean to prepare students for day one competencies — the practical and core skills needed to succeed from their first day in veterinary practice. In instructional settings and through experiential learning opportunities, our educational programs help veterinarians and technicians in training develop communication and practical skills critical to service delivery and overall quality of care for patients. This year, we plan to expand the University Program beyond North America and the Caribbean with the addition of a veterinary school in the United Kingdom (UK).

**34**  
**Veterinary schools in North America and the Caribbean**

**15,877**  
**Total student engagements in 2021**

With the IDEXX VetLab® Student Experience, students also have the opportunity to gain hands-on experience in diagnostic tools, such as rapid assays and in-house diagnostics, as well as in radiology and practice information management systems. The program provides universities a full suite of IDEXX in-house diagnostic analyzers for veterinary students to use during primary care rotations and for community outreach, such as free and low-cost community care and screening events. Students gain practical experience with the in-house diagnostics and universities gain resources to serve their local communities. With many of these community-based programs, we donate SNAP tests and help subsidize in-clinic diagnostic services for pet owners facing economic challenges.

In response to a natural disaster or emergency, IDEXX and the IDEXX Foundation work with local and global stakeholders to mobilize resources to help pets and people in need, including making product donations to organizations providing support on the front lines.

For more information on disaster and emergency response efforts, visit the **Community Impact** section of this report ►







# Environment

We know a healthy planet is essential for both animal and human health. Driven by science, we are accelerating our approach to environmental sustainability through innovation, climate action, and a focus on impact reduction. Our efforts include establishing GHG emissions targets, driving efficiencies to reduce our operational impact, innovating sustainable solutions for packaging, and building sustainability into our product design, business strategy, and enterprise risk assessment.



## In this section:

- **Environment Highlights**
- **Taking Climate Action**
- **Reducing Our Operational Impact**
- **Advancing Product Stewardship and Circular Economy**





# Environment Highlights

Photo: Jerry Monkman for Sebago Clean Waters

## Set Emissions Goal

Reduce Scope 1 & 2 GHG emissions by 37.8% by 2030<sup>1</sup>, aligned with UN Paris Agreement’s 1.5° C goal

8.4%

Reduction in Scope 1 & 2 GHG emissions since 2019

~330k lbs

Polystyrene foam avoided per year (anticipated) from U.S. cold consumables with new sustainable packaging initiative (~150k kg)

Nearly 30%

Instruments and equipment repaired locally at Regional Service Depots outside of the U.S., avoiding ~50 million miles in shipments per year

## Set Renewable Goal

Source 100% renewable electricity by 2030

## Renewable Energy

Signed new 20-year renewable power purchase agreements that are projected to cover 25% of global electricity needs by 2025

44%

Reduction in packaging material and transition to 100% recycled cardboard with Catalyst® SDMA test

50%

Reduction in packaging requirements with Single Swap instrument service program, avoiding 76k shipments per year

<sup>1</sup> Emissions target is based on 2021 data as baseline. Target aligned with United Nations Paris Agreement’s goal of limiting warming to 1.5 degrees Celsius

For more information on our progress on selected goals from our 2020 Corporate Responsibility Report, see the [ESG Appendix](#) ►



# Taking Climate Action

At IDEXX, we recognize addressing climate change is vital to achieving a healthy, sustainable future for all. By exploring opportunities to minimize our impact and effectively manage our risks, we are investing in environmental sustainability to support long-term value creation and our strategy. Since our last report, we’ve been working to better understand our own environmental impact and how we can take action on the climate crisis, including:

- Completing environmental, social, and governance (ESG) materiality and carbon footprint assessments with the assistance of industry leading external sustainability firms, in accordance with greenhouse gas emissions (GHG) protocols
- Conducting a scenario analysis under the TCFD framework to help us assess our climate-related risks and opportunities
- Developing Scope 1 & 2 GHG emissions reduction goal

Through our data-based approach, we are working to significantly reduce our own GHG emissions and integrate climate resilience planning into our multi-year environmental sustainability strategy.

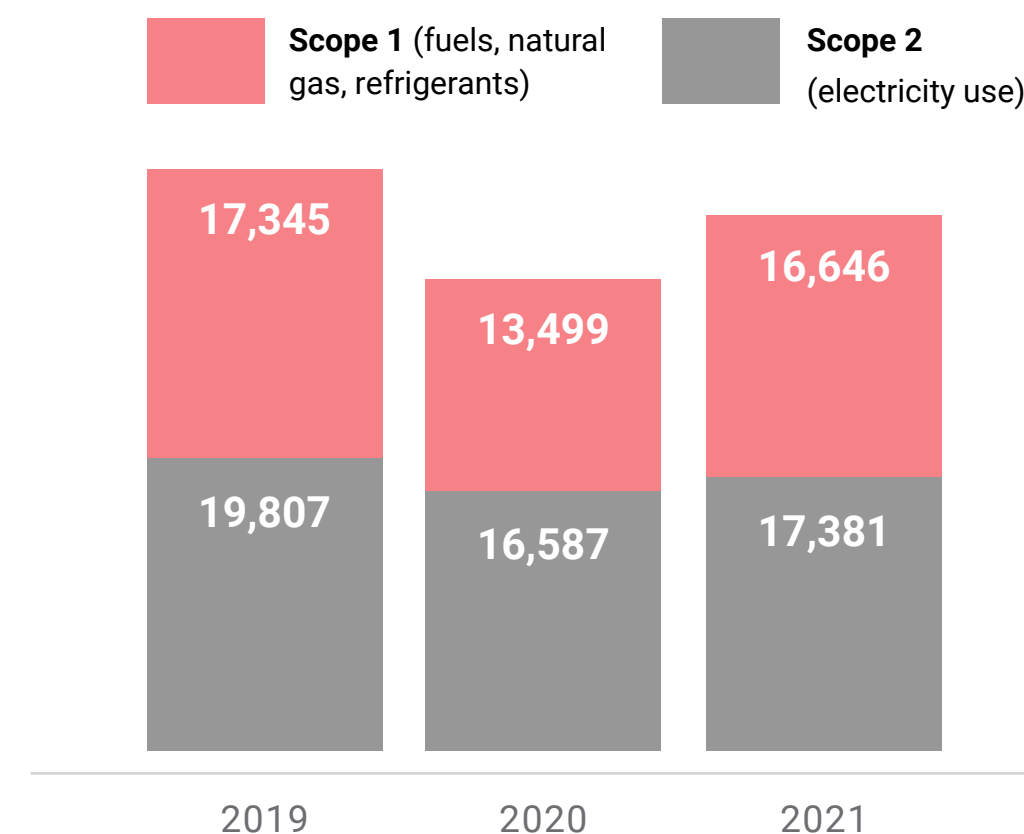
Our combined Scope 1 & 2 GHG emissions for 2021 were approximately 34,027 MT CO<sub>2</sub>e – an 8.4% absolute decrease from 2019 and a 19% decrease in building emissions intensity over the same period. Some of this reduction can be attributed to the impact of the COVID-19 pandemic on our operations, as our buildings and commercial fleet were not used as heavily in 2020 and 2021. Several energy efficiency projects also contributed to our reduced emissions levels, including LED lighting upgrades and HVAC equipment monitoring at our World Campus in Westbrook, Maine. To meet our targets, we plan to initiate more efficiency projects in the coming years, transition our fleet to more fuel-efficient vehicles, and continually shift our electricity consumption towards renewable sources.

For more information, see the Data Summary for 2019-2021 in the [ESG Appendix](#) ►

<sup>1</sup> Emissions target is based on 2021 data as baseline. Target aligned with United Nations Paris Agreement’s goal of limiting warming to 1.5 degrees Celsius

## Greenhouse Gas Emissions

MT CO<sub>2</sub>e



## Climate Risk and Resilience

We report our climate-related risks and opportunities in alignment with TCFD recommendations. In early 2022, we conducted our first climate scenario analysis using 1.5°C, 3°C, and 4°C models. This work has helped us identify business risks and opportunities that could result from climate change. In addition, this analysis will help us continue to improve resiliency and integrate climate considerations into standard enterprise risk assessment and management processes. Our TCFD index and climate scenario insights are included in the [ESG Appendix](#).

For more information on our new ESG goals, visit the [ESG Goals and Commitments](#) section of this report ►

## 2030 Climate Goals and Strategy

Our goal is to reduce our absolute GHG Emissions in our direct operations by 37.8% by 2030.<sup>1</sup> Our approach includes:

- Reducing Scope 1 emissions through energy efficiency improvements at our facilities
- Increasing use of renewable energy through onsite generation from solar arrays, transitioning the mix of energy we purchase from utility companies, and signing long-term power purchase agreements that help generate more renewable energy for the grid at large
- Reducing the fuel consumption of our fleet of sales vehicles by transitioning to hybrid and electric options
- Acquiring and retiring renewable energy certificates to account for any remaining non-renewable consumption

Our Scope 1 & 2 emissions reduction target is in alignment with the 1.5 degrees Celsius warming pathway recommended by the Science-Based Targets Initiative. This target reflects our commitment to reducing IDEXX’s GHG emissions to help avoid the worst impacts of climate change, as laid out in the United Nations Paris Agreement.

Over the next year, we plan to expand our assessment of Scope 3 emissions by developing mechanisms for more comprehensive data collection and engaging external partners, such as our suppliers and logistics providers, to gather a more fulsome picture of our value chain emissions and opportunities to reduce our impact.

For more information on the IDEXX Foundation’s efforts to support innovative climate adaptation initiatives around the world, see the [Community Impact](#) section ►



- Decreasing onsite energy use and increasing renewable energy
- Increasing sustainable waste disposal and recycling
- Reducing water footprint
- Advancing sustainable building designs and creating healthy workplaces for our employees

Our 2021 total energy use was approximately 56,225 megawatt hours (MWh) — a 7.7% increase from 2020. Over the same time period, IDEXX's revenue grew by 19%, reflecting our efforts to decouple environmental impact from our growth. Our energy use was slightly impacted by COVID-19-related office re-openings in 2021 as our manufacturing, reference labs, and research facilities remained open throughout the pandemic.

### Energy Use in MWh

A bar chart with three red bars representing energy use in MWh for the years 2019, 2020, and 2021. The values are displayed in white text inside each bar. The x-axis is labeled with the years 2019, 2020, and 2021. The y-axis is not explicitly shown but represents energy use in MWh.

Year	Energy Use (MWh)
2019	54,758
2020	52,224
2021	56,225

An important part of our efforts to reduce our carbon impact is sourcing renewable or alternative energy and increasing onsite generation capabilities. In 2021, we generated 251,941 kWh from onsite solar. In addition, we recently signed several twenty-year power purchase agreements for the procurement of local solar and hydro power, estimated to cover 25% of our annual global energy needs by 2025. This will support our goal to source 100% renewable electricity by 2030.









building principles in our design, including installing onsite solar and a water reclamation system for irrigation, sourcing and using sustainable building materials, installing electric vehicle charging stations, landscaping with local plants, creating a community garden, and incorporating energy-conservation techniques

Our two Synergy buildings on our World Campus are Leadership in Energy and Environmental Design (LEED) Gold certified, which refers to buildings designed, built, and maintained using green building and energy efficiency best practices. The newest facility, Synergy East, opened in 2020 and has a rooftop solar array, rainwater collection system, and dynamic glass for low-energy temperature control.

## Employee-led Sustainability Initiatives

The Environmental Stewardship Committee at our World Campus headquarters aims to educate employees on sustainability practices at work and at home through 'lunch and learn' presentations, sustainability fairs, and community building events, such as Earth Day 2021 volunteering.

The Green Team at our European headquarters in Hoofddorp, The Netherlands is an employee-led group working creatively to promote sustainable practices, including waste reduction initiatives and training for employees in Hoofddorp's office and warehouse locations.






# Advancing Product Stewardship and Circular Economy

As we innovate with intelligence to develop new products, services, and technologies for our customers, we prioritize quality and safety while also striving to reduce the environmental impacts of our products and packaging.

Our increasing focus on product stewardship starts in research and development where we seek to incorporate sustainable design into our process for developing new products. We also explore opportunities to reduce environmental impacts at every stage of the product life cycle, such as optimizing materials and packaging for products currently on the market. Our goal is to reduce waste, enhance efficiency, minimize the use of materials of concern, address current and emerging regulations, as well as maintain customer satisfaction. Many of our innovations expand the testing capabilities of our existing instrument platforms as part of our Technology for Life approach to continually enhance the diagnostic value of our instruments, as well as extend their lifespans.

Our product stewardship commitments include integrating sustainability considerations as required criteria for new product development and design and reducing the amount of plastic and other material waste from current products and packaging.

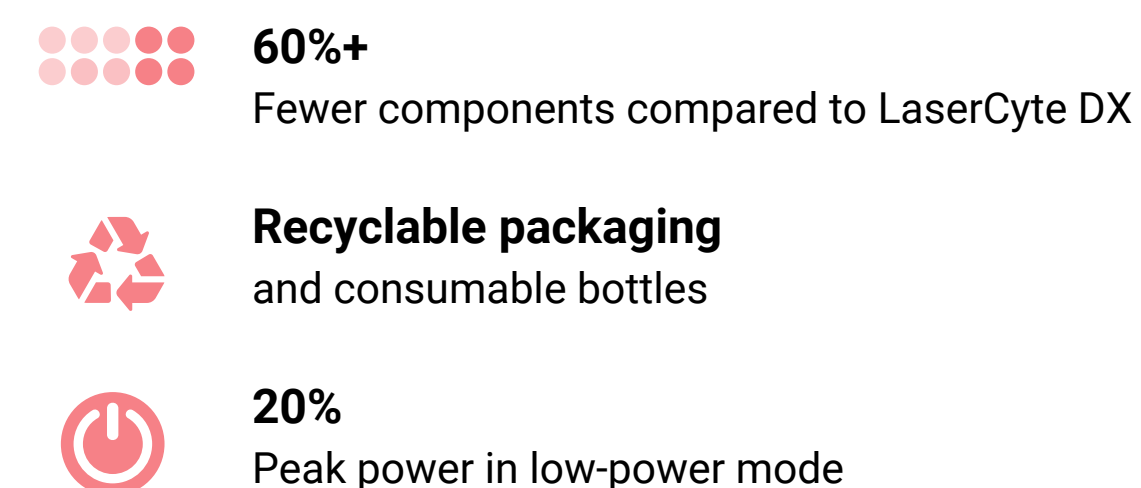
 For more information on our new ESG goals, visit the **ESG Goals and Commitments** section of this report ►

## Product Stewardship: Delivering through Innovation

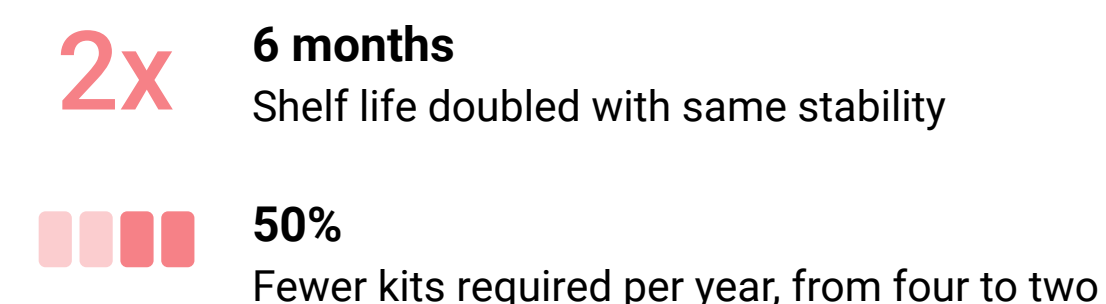
Our Research & Development (R&D) teams are continuously looking for ways to lower environment impacts through design. Two recent examples include:

# ProCyte One®

We integrated sustainability considerations in the design of ProCyte One®, our next-generation, point-of-care hematology analyzer that began shipping to customers in 2021. As a result, ProCyte One uses:



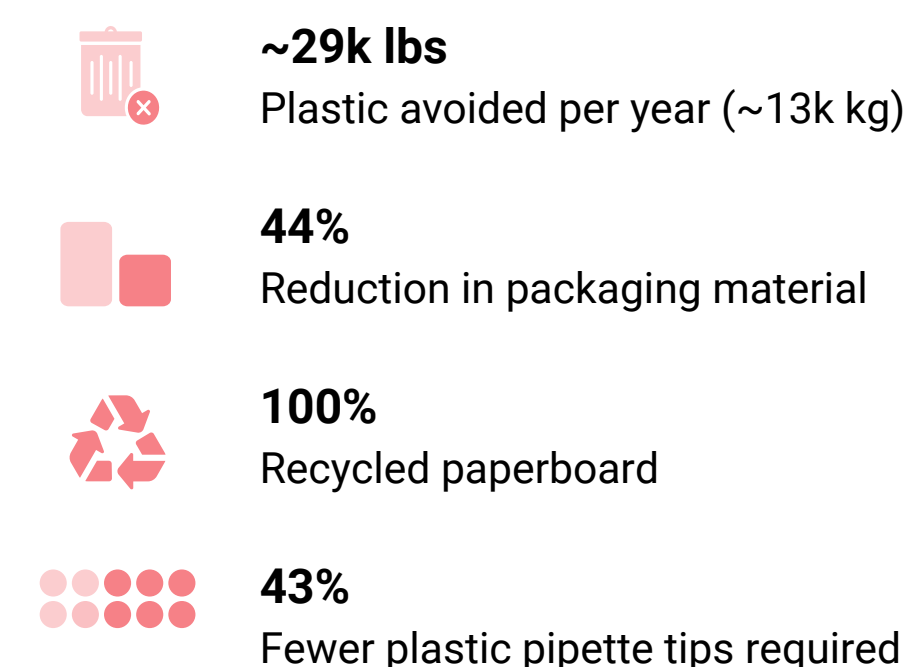
In addition, as the calibration fluid used by ProCyt<sup>®</sup> One is unique, the R&D team discovered less was required compared to other analyzers, recognizing an opportunity to right-size the fluid and reduce waste by:



## Catalyst® SDMA Test

Our Catalyst® SDMA Test features an innovative technology that replaces the previous three-cup consumable design with a single slide, reducing waste and allowing it to be run more efficiently as part of routine chemistry profiles. Used by our in-house Catalyst One or Catalyst Dx chemistry analyzers, this innovative design saves time by eliminating steps and results in simplified workflows and faster results.

By eliminating consumable plastic cups, utilizing fewer plastic pipette tips to process the test, and decreasing the size of the box, the Catalyst® SDMA test brings large-scale reductions in packaging and plastic use, translating into:





# Sustainable Packaging: Recyclable Insulated Containers

To help us deliver on our commitment to reduce waste from current products and packaging, we continue to assess opportunities to optimize packaging for current products and incorporate sustainable packaging design into new products under development. In 2021, we transitioned to environmentally-friendly insulated packaging when shipping cold consumables in the U.S., replacing the expanded polystyrene foam previously used. Commonly known as Styrofoam, polystyrene foam is a non-biodegradable product with limited recycling options that often ends up in landfills. This new sustainable packaging is made from recycled water bottles and can also be recycled in its entirety. By replacing polystyrene foam with recycled plastic, we are lessening our consumption of petroleum as a raw material and reducing the amount of plastic waste put into the environment. IDEXX in Australia and New Zealand previously initiated sustainable packaging in 2020, using wool for packing insulation.

As a result, we anticipate we will avoid using approximately 330,000 lbs of polystyrene foam (~150,000 kg) in U.S. cold consumables shipping in 2022. This year, we plan to make a similar packaging transition in Europe using recycled paper.

~330k lbs

**Polystyrene foam avoided per year (anticipated)**  
from U.S. cold consumables packaging shipping in 2022,  
impacting approximately 570k packages (~150k kg)



## Promoting Circularity

Circular Economy centers around the idea of keeping materials in use for as long as possible. Through our Technology for Life approach, IDEXX 360 offering, and trade-in program that supports upgrades to new products, IDEXX implements the principles of circular economy in how we commercialize our instruments. As part of this approach, we conduct Point of Service (POS) upgrades during routine repairs, replacing components with more up-to-date and reliable versions to improve instrument reliability, reduce repair costs over time, and extend the instruments longevity.

We also look for opportunities to give products a second life by collecting them for refurbishing, recycling, or reprocessing. For example, we collect components from POS upgrades as feedstock for reuse utilizing a component repair and re-certification process. We have recycling programs in place to support older, more mature products nearing the end of life that we can quality certify and resell or use for parts. For instruments beyond repair, we recycle our electronic waste with third-party vendors who responsibly repurpose or recycle the material. In 2021, we repaired 23 metric tons of components in our Westbrook service center as part of our Single Swap Service model that ensures our customers are not without critical product. IDEXX repairs 28 products globally including IDEXX VetLab® analyzers and parts are reused where possible.



## EMPLOYEE SPOTLIGHT: Promoting circularity

Driven by employee feedback, IDEXX's donation portal is an internal resource for employees to submit requests to donate non-IP related equipment or furniture no longer of use. We partner with local nonprofits and educational facilities who reuse and repurpose items, with a commitment to dispose sustainably at end of life.





## Product Take Backs

Under the European Union’s Batteries and Accumulators Directive, the Packaging and Packaging Waste Directive and the Waste Electronic and Electrical Equipment Directive (WEEE), we comply with requirements to finance the collection and recycling of equipment, batteries, and packaging supplied with our products at end of life. We provide online [WEEE Compliance recycling information](#) by country for customers and recyclers in Europe. Our Extended Producer Responsibility (EPR) programs cover 17 European Union countries and we plan to expand to North America in 2022.

In 2021, we began implementing a new tracking systems for our EPR programs. For 2020, our participation in EPR collection schemes accounted for the equivalent of 175 metric tons of equipment, 570 metric tons of packaging material, and 265 kilograms of batteries.

## Adopting a Circular Approach to Instrument Service Worldwide

We continue to evolve our Instrument Service strategy worldwide demonstrating our focus on sustainability. Examples of programs that promote our approach to circularity include:

### Regional Service Depots

Part of our Service Strategy is to bring instrument and equipment solutions closer to our customers to improve repair cycle times, eliminate freight and shipping costs, and build regional product expertise that helps support customer facing efforts in the region. Our Instrument Service Team has 11 repair depots worldwide, with new depots opened in Thailand in 2019 and South Korea in 2021.

In 2021, our Service Operations team repaired 10,261 instruments and equipment at our eight regional depots outside the U.S., translating into:



**Nearly 30%**  
Instruments and equipment repaired locally at Regional Service Depots outside of the U.S.



**~50 million**  
Miles in shipments avoided per year

### Single Swap Service

Our leaner Single Swap Service strategy available worldwide exchanges a customer’s broken instrument or piece of equipment with a Quality Certified replacement at the outset, thus reducing the number of shipments and packaging needed by 50%. This strategy improves our customer experience with less disruption and faster turn-around, saves IDEXX the cost of freight, packaging, and loaner instruments and preparations, and greatly reduces waste and emissions from unnecessary transportation.

In 2021, our Service Operations team repaired 37,872 instruments and equipment worldwide, translating into:



**76k**  
Additional instrument shipments avoided



**50%**  
Reduction in shipping and packaging materials required



# Social

By cultivating a rewarding workplace that promotes greater diversity, inclusion, well-being, and belonging, we are building a culture that brings out the best in our people and supports a resilient, engaged, future-ready workforce. We respect people and communities across our entire value chain by further advancing responsible and sustainable sourcing and supporting human rights. Through our solutions-oriented approach to social initiatives and community engagement, we are committed to creating a positive and lasting impact around the globe.



## In this section:

- **Social Highlights**
- **People and Culture**
  - Diversity, Equity, and Inclusion
  - Talent and Development
  - Employee Well-being
  - Workplace Health and Safety
- **Responsible Supply Chain**
- **Community Impact**
  - IDEXX Foundation
  - Volunteering and Community Engagement





# Social Highlights

48%

Women in global management<sup>2</sup>

100%

Global people leaders completed training in leading diversity, inclusion, and belonging by June 2022

\$3.4 million

Total social initiatives, including IDEXX Foundation grants, corporate contributions, and value of product donations

\$6.9 million

IDEXX Foundation multi-year projects initiated as of December 2021

59%

Women in STEM roles<sup>6</sup>

22.5%

Underrepresented racial and ethnic groups in U.S. workforce<sup>15</sup>

100%

IDEXX employee have access to the Employee Assistance Program (EAP) available in 33 countries in 16 languages

36

IDEXX Foundation funded initiatives on four continents as of December 2021

<sup>2</sup> Employees in people leadership roles (all levels)  
<sup>6</sup> Includes STEM professional and technical support roles in computer and math (e.g., software developers), engineering (e.g., process engineers), physical and life sciences (e.g., senior scientists), veterinary professionals (e.g., clinical pathologists, professional services veterinarians, or medical laboratory technicians), and STEM managerial (e.g., laboratory managers)  
<sup>15</sup> Based on self-identification by our U.S. employees. The term ‘underrepresented racial and ethnic groups’ is defined as African American/Black, Asian, Hispanic/Latinx, and other. Other is defined as American Indian, Alaska Native, Native Hawaiian/Other Pacific Islander, and two or more races

For more information on our progress on selected goals from our 2020 Corporate Responsibility Report, see the [ESG Appendix](#) ►



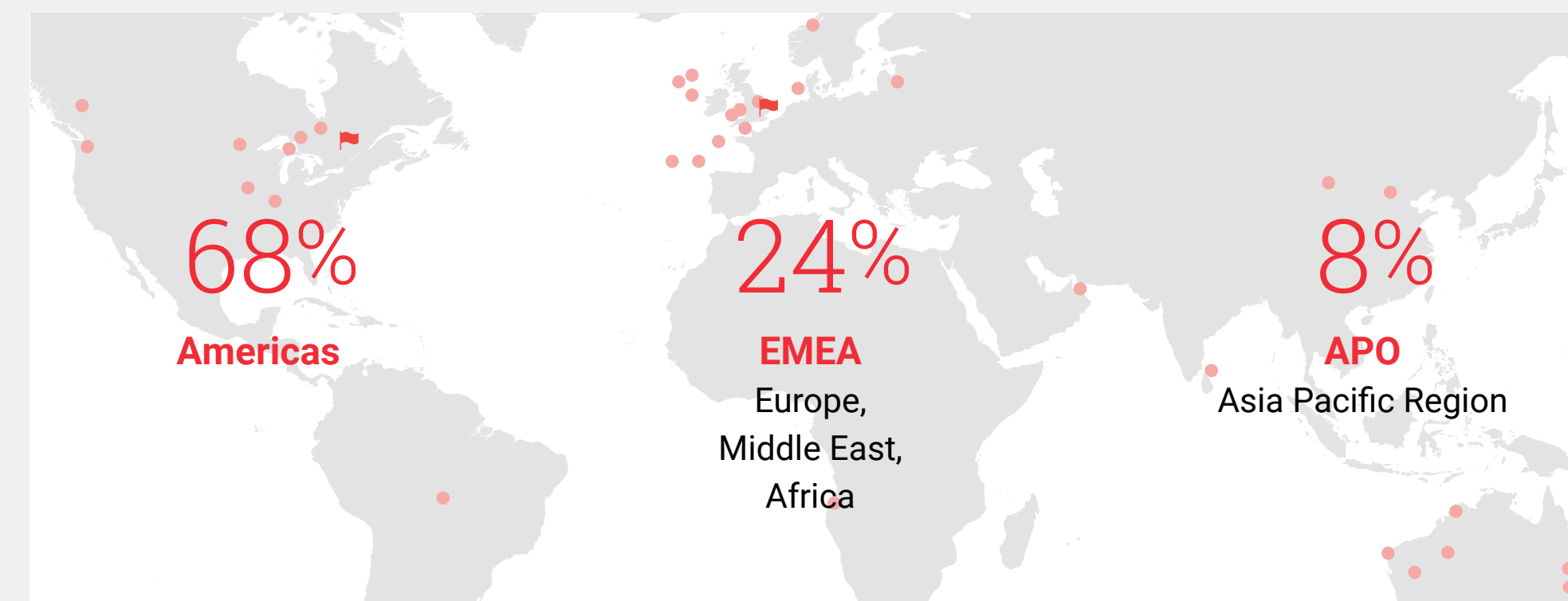


# People and Culture

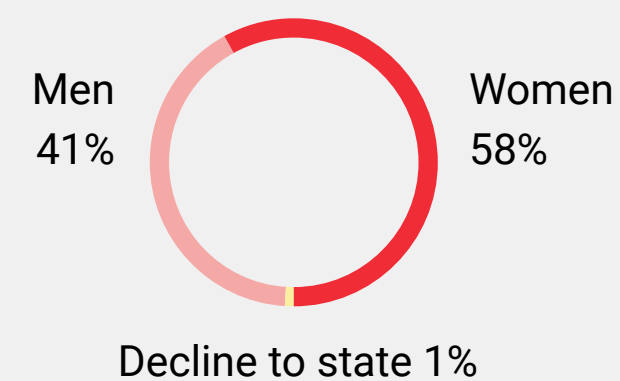
Our people are key to our company’s success in an industry where innovation is paramount. We are focused on creating a collaborative workplace where employees feel engaged, supported in their development, comfortable to be their authentic selves, and provided with deeper meaning and fulfillment in their work.

**10,350** Total Global Employees  
**33** Countries  
**115+** Locations

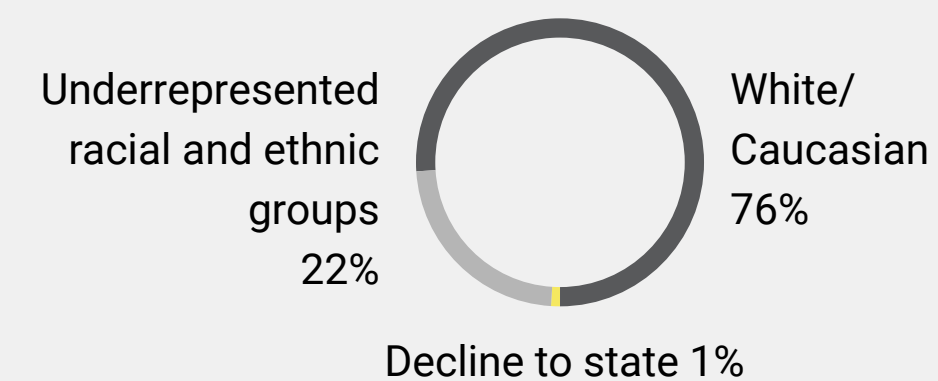
## IDEXX Employees Around the Globe



### Gender representation<sup>16</sup> (global workforce)



### Racial/Ethnic representation<sup>15</sup> (U.S. workforce)



Note: Some totals may not add up to 100% due to rounding.

## Employee Engagement

We conduct our annual company-wide myVOICE survey to give IDEXXers an opportunity to directly provide input on our culture, their experiences, and workplace conditions. This collective input helps develop meaningful and actionable insights and enables us to improve the employee experience.

**87%** Employees who indicated they are proud to work at IDEXX

In 2021, nearly 85% of employees responded to the myVOICE survey. Our overall engagement score was 82%, which aligns with the average score from the survey’s all-company benchmark of 500 companies. Employees’ pride in IDEXX continues to be a driver in engagement, with 87% of employees indicating they are proud to work for IDEXX, which is above the all-company benchmark. A key finding from the 2021 survey was an increase in employee engagement around diversity, equity, and inclusion. Overall, 84% of employees feel IDEXX is committed to diversity, equity, and inclusion in the workplace.

<sup>15</sup> Based on self-identification by our U.S. employees. The term ‘underrepresented racial and ethnic groups’ is defined as African American/Black, Asian, Hispanic/Latinx, and other. Other is defined as American Indian, Alaska Native, Native Hawaiian/Other Pacific Islander, and two or more races

<sup>16</sup> Data regarding gender are based on self-identification by our global employees and use the traditional gender category of women (or female) to align with U.S. government reporting requirements



## Diversity, Equity, and Inclusion

Our entrepreneurial and collaborative spirit is enhanced when many different people, perspectives, and backgrounds are aligned toward achieving IDEXX's Purpose. Through our diversity, equity, and inclusion (DEI) efforts, we seek to ensure our global workplaces are dynamic, supportive of all our employees, and representative of our customers and communities.

84%

**Employees believe IDEXX is committed to diversity and inclusion in the workplace, an increase of two points from 2020**

At IDEXX, we believe that all people bring with them a unique set of personal and professional perspectives, talents, and experiences. We are intentional in our efforts and practices to accept and welcome diversity and treat all IDEXX employees equally, fairly, and with equitable access to opportunities and advancement. We also want our employees to know and believe they can bring their full, authentic selves to work, and know that it contributes to the success of the business.

An essential driver of our innovation and success, we aspire to make DEI part of our DNA and how we do business. We continue to make progress advancing our multi-year global DEI strategy – investing in people, processes, and partnerships. We also continue to assess the impact of our DEI efforts through our annual employee survey. These findings help us continue to evolve our DEI programs as we strive to build a more diverse, equitable, and inclusive organization.

## Our Approach to Diversity, Equity, and Inclusion

Driving awareness, action, and accountability



## Building Inclusive Capability

Our goal is to embed DEI in all our ways of working at IDEXX, from the way we collaborate globally to how we innovate. In 2021, we launched company-wide DEI training for all employees and people leaders to foster inclusion and reduce bias in our business and talent practices, and to build these types of DEI skills within our teams. Available in 16 languages, *Diversity, Inclusion, and Belonging* Training is mandatory for all people leaders and highly encouraged for all employees. All of our people leaders globally completed this training in leading diversity, inclusion, and belonging in early 2022.

As we look ahead, we're focused on expanding our DEI learning opportunities and resources to drive action and partnering with Employee-Led Communities (ELCs) to build a sense of belonging and drive inclusion.

# DEI Training

***Diversity, Inclusion,  
and Belonging Training***  
launched globally to all  
employees and people  
leaders in 2021

# 16 Languages

**Available for  
DEI training and  
leaders guides**

100%  
People Leaders  
Trained in diversity,  
inclusion, and  
belonging



For more information on **our commitment to diversity, equity, and inclusion**, visit our website at [www.idexx.com](http://www.idexx.com) ►

## Employee-Led Communities

At IDEXX, we empower our employees to create connection and to engage with each other around issues they care about. Through our ELCs, IDEXXers all over the world contribute to fostering a culture of inclusion and belonging. Some examples include:



**Shades of IDEXX** • Celebrating diversity  
with the goal of pursuing true equality  
and sincere empathy for all



**Together** • Championing the advancement of women and female-identifying individuals in the workplace and beyond



**PrideXX and PrideXX Netherlands •**  
Creating community for LGBTQIA+  
IDEXX employees and allies in the U.S.  
and across Europe



# Strengthening Workforce Diversity

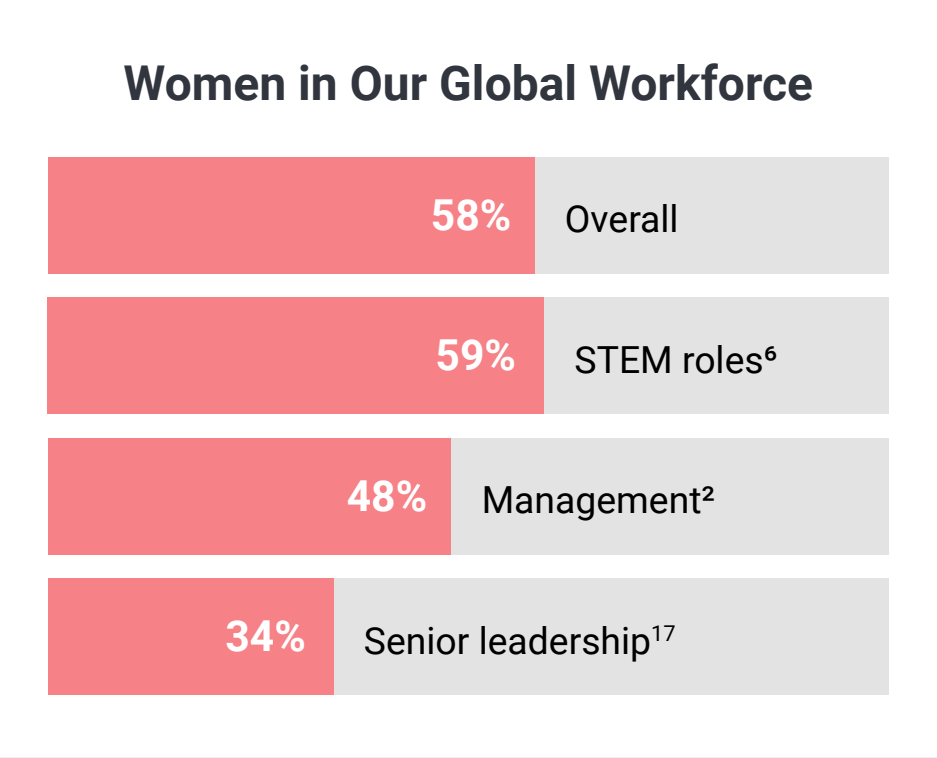
At IDEXX, we know and believe that developing our current and future leaders and increasing diversity of all types at all levels helps to inspire innovation, increase engagement, and contribute to our future growth.

As we continue to embed DEI in our talent practices, we’ve made progress increasing our gender diversity, with 48% of global management roles and 34% of senior leadership roles held by women in 2021, a four point increase from 2020. In addition, nearly 60% of women in our global workforce are in STEM professional and technical support roles, such as professional service veterinarians, software developers, and medical laboratory technicians.

We seek to advance diversity in our workforce. Our representation goals seek to increase the percentage of underrepresented groups<sup>4</sup> in U.S. management to 33%, and maintain gender balance in global management by 2030. We also aim to continue to provide career opportunities for women in STEM roles globally.

To help us achieve these goals, we are accelerating activities that support our diversity recruitment, retention, and advancement efforts, including:

- Evolving hiring processes to include diverse candidate slates and improve talent pool representation for all open senior management roles



- Setting goals for representation in succession plans and recruitment pipelines, and monitoring participation in development programs
- Establishing relationships with recognized educational institutions, recruitment agencies, and job fairs that focus on the advancement of racial and ethnically diverse talent
- Developing inclusive recruitment strategies for all open positions

As we scale our efforts, we’re partnering with business leaders to co-create customized DEI strategies to support these goals. We recognize our DEI journey will never be finished and we are continually looking for opportunities to drive DEI at IDEXX and in the communities we serve.

<sup>2</sup> Employees in people leadership roles (all levels)  
<sup>4</sup> Based on self-identification by our U.S. employees. The term ‘underrepresented groups’ is defined as Black/African American, Asian, Hispanic/Latinx, American Indian, Alaska Native, Native Hawaiian/Other Pacific Islander, and two or more races, as well as other underrepresented and/or vulnerable groups  
<sup>6</sup> Includes STEM professional and technical support roles in computer and math (e.g., software developers), engineering (e.g., process engineers), physical and life sciences (e.g., senior scientists), veterinary professionals (e.g., clinical pathologists, professional services veterinarians, or medical laboratory technicians), and STEM managerial (e.g., laboratory managers)  
<sup>17</sup> Global Senior Leaders are employees in compensation grades considered Director or above



## Partnering on DEI

As part of our DEI commitment, we’ve partnered with Women In Leadership and Management in Animal Health (WILMAH) to support increasing workforce gender diversity in leadership roles. Through webinars, networking events, and in-person summits, WILMAH’s platform empowers women in animal health to cultivate the next wave of leaders.

IDEXX is also a sponsor of Catalyst, a global nonprofit helping build workplaces that work for women. All IDEXX employees have access to Catalyst’s online community and resources.

We’re also taking steps to help advance DEI beyond IDEXX. Through community partnerships, we are investing in programs that create opportunities for diverse leaders of tomorrow. These include initiatives to advance diversity in veterinary medicine and equitable access to STEM education.

## Advancing Diversity in Veterinary Education

In 2021, the IDEXX Foundation announced a multi-year \$3.6 million initiative with the Tuskegee University College of Veterinary Medicine that includes support for nine full scholarships and resources for mental health services, and is part of a larger effort to advance DEI in veterinary medicine. The IDEXX Foundation recently announced support for Diversify Veterinary Medicine Coalition’s scholarship and mentorship programs for BIPOC community members and other underrepresented groups interested in veterinary medical education.

For more information on the IDEXX Foundation’s efforts to create opportunities for diverse leaders of tomorrow, visit the [Community Impact](#) section of this report ►

 **For more information on our new ESG goals, visit the [ESG Goals and Commitments](#) section of this report ►**





## Pay Equity

At IDEXX, we fully support inclusion, diversity, and pay equity and are committed to advancing these initiatives. We have numerous processes and practices in place globally that are designed to promote fair and consistent compensation and are administered in a manner to support pay equity. Our pay processes and practices are intended to prevent unexplained pay disparities and we are confident that they are effective in doing so. Pay equity is reviewed when an employee is hired or promoted, as well as part of our annual performance and compensation review processes. If a discrepancy is identified, there is an internal review process to evaluate the discrepancy and, where appropriate, address it. For more information, see [our commitment to pay equity](#).

We regularly conduct a global gender pay equity assessment. Most recently, in the first quarter of 2022, we conducted a global gender pay equity assessment through an independent third party for our employees in nine countries, representing approximately 89% of our global employee population, as well as a racial pay equity assessment for our U.S. employees. The results of these assessments confirmed that our global pay practices are fair and equitable. In addition, we conduct country-level gender pay gap analysis in multiple countries and disclose the results. Key elements of our assessments include job responsibilities and competitive labor market benchmarks. For more information about the multiple country

analysis and disclosures, visit our [Corporate Responsibility webpage](#).

As of 2021, IDEXX annually discloses our Equal Employment Opportunity (EEO-1) survey data, representing U.S. employees. We note that our EEO-1 survey data presents demographic information in federally mandated job categories that differ from our internal organizational structure. We measure progress against our DEI strategy and objectives using different metrics and data points. In this disclosure, we also include data regarding the gender, racial, and ethnic diversity among our workforce, leadership, and Board of Directors. For more information, see our [EEO-1 survey data disclosure](#).



Photo: Members of SHADES of IDEXX during a virtual networking event.

## EMPLOYEE SPOTLIGHT:

## SHADES OF IDEXX

After attending an industry conference a few years ago, Dr. Tangela Williams-Hill, a professional services veterinarian at IDEXX, noticed the lack of diversity in the crowd and on onstage. As the conversation regarding racial and social injustice grew in 2020, Tangela recognized an opportunity to bring colleagues together in dialogue and community. She soon discovered many others felt the same and, after connecting with Lilia Kazemi-Egbunike, a UK-based LPD Sales Lead, Shades of IDEXX was born.

Shades of IDEXX's mission is to celebrate diversity and promote unity that leads to the elimination of inequity so that no IDEXX colleague feels alone. Two years on, Shades has grown from

a small group of 12 to several hundred members led by an active steering committee. The group is community driven, designing programs with input from colleagues across IDEXX to represent a global perspective.

Shades of IDEXX aims to expand professional development opportunities, like mentoring, and champion DEI initiatives at IDEXX, including hosting leader conversations as part of its Fireside Chat series. The group often collaborates with other employee-led communities to co-host community learning events. For example, Shades of IDEXX recently partnered with IDEXX Together on a Fireside Chat with IDEXX Board member, Dr. Asha Collins, in recognition of Black History Month and the International Day for Women and Girls in Science.





## Talent and Development

We aim to attract, develop, and retain a diverse workforce that reflects our global community. Competition for experienced leaders and talent, particularly for those with specialized skills and capabilities, can be intense. Like many companies, we are experiencing a structural shift in the market for talent and employee’s needs and expectations about how they work.

To engage and inspire the future workforce, we’ve evolved our strategy to help us attract and retain world-class talent, particularly for high-impact roles. In addition to offering competitive compensation, benefits, and opportunities for growth, we are transforming working models and how we onboard and develop employees in an increasingly automated and remote world. We are also developing a diverse pipeline of agile, future-ready leaders who can adapt, collaborate, and excel in disruptive times.

### Diversity in Talent Acquisition

Our Talent Acquisition Diversity and Inclusion Committee is guiding our efforts to advance more deliberate, equitable, and inclusive recruitment practices and experiences for candidates in underrepresented groups. This includes expanding our sourcing networks, ensuring diverse hiring slates, and strengthening equitable competency-based interviews.

We continue to evolve our talent channels and outreach activities for both our entry-level and experienced talent. For example, we’re growing our university relationships to expand our intern program to improve the number of diverse applicants for entry-level roles. With a fully hybrid model in 2021, 30% of our interns came from outside of Maine and we continue to expand our sourcing networks to support our ability to recruit talented, diverse interns from across the U.S. and globally.

For more information on DEI efforts, see the [Diversity, Equity, and Inclusion](#) section of this report ►

### Hourly Employee Advocacy, Recruitment, and Training (HEART)

We launched the HEART program in 2020 to develop hourly workers from Global Operations into other areas of the organization based on their interests, education, and experience. HEART’s primary aim is to identify and remove barriers to opportunities by providing access to a variety of career development resources, including internal “gigs” and mentoring. In 2022, we hired a dedicated program manager to lead ongoing efforts to grow and scale the program.

### IDEXX Global Competencies

In 2021, we refreshed our IDEXX global competency framework with the aim to embed them in all of our talent practices. Applied across all management levels, the IDEXX competencies provide actionable insights into the behaviors that underpin an employee’s success.

The framework supports objective, unbiased selection, talent assessment, performance goal setting, feedback and appraisal, succession planning, individual development planning and learning, as well as leadership development programs.



**Deliver**  
Drive your Performance



**Grow**  
Enhance your Expertise



**Stretch**  
Prepare for the Future

See [Listening to Our Frontline Workers](#) for more information on our initiative to actively engage in understanding better what matters most to our critical frontline workers ►



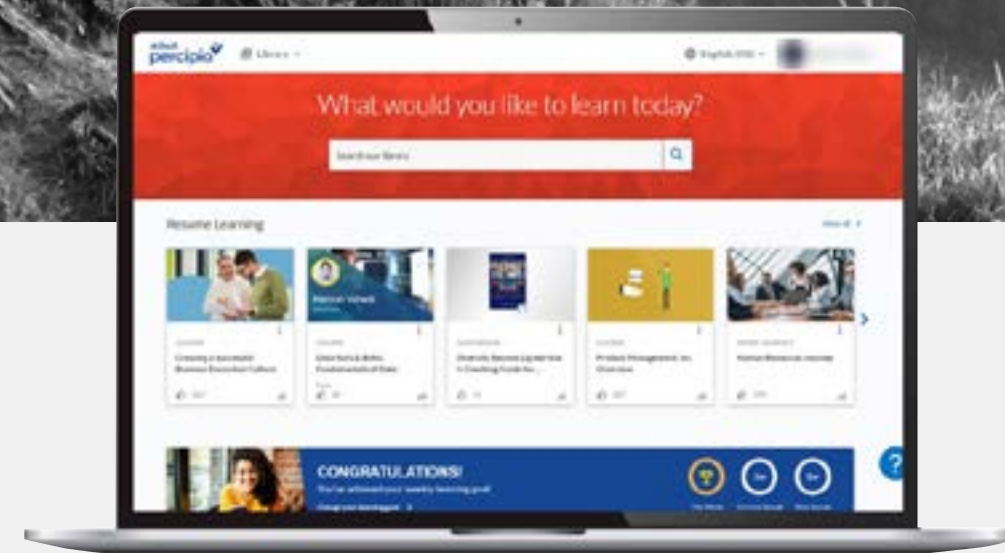


40,889

Learning & development hours completed in 2021

200+

Online development courses offered



## Leadership and Core Development

We invest in our employees’ success and, as new remote and hybrid working models become the norm, we are re-imagining new approaches to learning and development to help them thrive. We are also embedding core business competencies and reinforcing collaboration and inclusion programs and practices across IDEXX globally.

As employees grow in their careers at IDEXX, they have access to a wide variety of learning and development opportunities to help them build the capabilities they need to succeed. In 2021, our employees completed 40,889 hours in learning and development modules, including live and on-demand content. All of our training is offered virtually with many training modules available in multiple languages.

## Re-imagining Leadership Development

Building capability and developing leaders for the new realities of work are core drivers of our talent strategy. To support this transformation, we launched Skillsoft Percipio to all people leaders and supervisors in early 2022. Skillsoft is an intelligent learning platform that supports delivery of personalized, scalable programs and learning journeys in more than 13 languages. By re-imagining leadership development, we ensure that all IDEXX leaders globally can access the development content and support they need to lead in a hybrid work environment.

## Leadership Programs

With our leadership programs, we create opportunities for our people leaders and executives to continue to hone their leadership skills. We also invest in development opportunities for high-potential employees to succeed in future leadership roles.

## EMPLOYEE SPOTLIGHT: Service Technician Certification

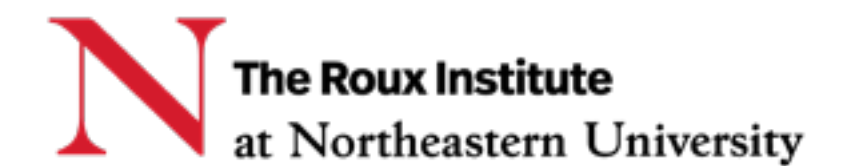
COVID-related travel restrictions have impacted our ability to complete instrument service transfers to new regions. In the past, we’ve brought IDEXX Service Technicians to our Westbrook headquarters for repair training and certification. In 2021, the Worldwide Service Team came up with an innovative solution, developing a series of training videos to complete all verification and validation requirements for our regional depot in the Netherlands. Sixteen training modules can now be reused for future transfer projects or to refresh on training.

## Our leadership program offerings include:

- **Leadership Activate** • Available to newly hired and promoted leaders. Offering consistent onboarding to the practical aspects of managing people at IDEXX
- **Leadership Accelerate** • Open to frontline leaders with a focus on the practical skills required to engage teams, foster collaboration, and make good and timely decisions that drive results
- **Leadership Ascend** • Available to mid-level leaders with a focus on leading across boundaries and delivering business impact through shared direction, alignment, and commitment
- **Leadership Altitude** • Open to nominated business leaders with potential for increased scope and responsibility. Focused on building networks to strengthen global perspective and working on real business challenges to embed a strategic mindset and cultivate innovation

Looking ahead, we continue to evolve programs to enable learning and advance job-related capabilities, encourage mobility to pursue career interests, and promote advancement.

## Our Academic Partnerships



Academic partnerships enhance our ability to attract and retain talent, advance skill-based training and career development, and support opportunities for academic innovation and research. With our partnership with the Roux Institute at Northeastern University, a life sciences graduate and research center in Portland, Maine, we are engaged in co-designing custom learning courses, seminars, and experiential learning opportunities for both Roux and IDEXX participants. In 2021, 16 IDEXX employees enrolled in Roux’s academic degree programs and more than 60+ participated in learning seminars. We also sponsored a biotechnology lab and hired 15 Roux graduates and co-op students for full-time roles.







## Workplace Health and Safety

Ensuring the health, safety, and well-being of our employees is a top priority at IDEXX. We provide our employees with the training, tools, and resources they need to safeguard their health and we empower them to put safety first. Our Environmental Health & Safety (EH&S) team oversees the IDEXX EH&S management system and our company-wide safety programs, ensuring that all our locations implement health and safety processes to improve employee safety, reduce workplace risks, and drive continuous improvement.

### Promoting a Safe Workplace

We continue to make progress on advancing a safety-first mindset and safety culture across IDEXX. A significant focus for 2021 has been our ongoing efforts to harmonize and streamline global processes and programs to enhance our transparency. This includes implementing our global safety incident management system across all IDEXX locations. With greater visibility into safety incidents, our goal is to help our employees be more proactive to reduce and prevent injuries from occurring.

With this focus on prevention, we aim to target the right behaviors and actions to minimize risk and support safety performance. In 2021, we developed new global safety manuals and more robust tools for employees to support global inclusion to safety information and increase engagement. For example, we developed five visual safety manuals on global best practices to help educate employees with diverse backgrounds on EH&S risks, incident prevention measures, and our safety expectations.

We also provide a number of prevention-based ergonomic resources to help ensure employees do not sustain injuries. In particular, we implemented new safety training that included

5

**Visual Safety Manuals**  
Implemented global best practices across IDEXX

98%

**Global Reference Lab Employees**  
Completed Ergonomic Module Training

95%

**Global New Hires**  
Completed Ergonomics Training & Self-Assessment

ergonomics modules for all our global reference labs and new hires in 2021, with approximately 95% completing the training.

### Safety Performance

Our goal is a zero incident, injury-free workplace. In 2021, our Lost-Time Incident Rate (LTIR) was 0.21 for our manufacturing sites. With all IDEXX locations now reporting incidents through our centralized, global reporting system, our safety performance remained strong in 2021 and below industry benchmarks for each of our diverse lines of business. Our Recordable Incident Rate (RIR) was 1.0, also in line with or below relevant industry benchmarks. Increased visibility into incidents across our enterprise helps us continue to drive improvements in our health and safety performance and our employees’ attention to workplace safety. We follow-up on and track all safety incidents and investigate serious cases in depth to determine corrective actions and enact necessary preventive measures once determined.



### Safety Performance<sup>18</sup>

	2019	2020	2021
Recordable Incident Rate (RIR) <sup>19</sup>	1.02	1.06	1.00
Lost Time Incident Rate (LTIR) <sup>20</sup>	0.06	0.15	0.21

<sup>18</sup> Safety records include employees and contract workers

<sup>19</sup> Recordable Incident Rate (RIR) is the number of employees per 100 full-time employees that have been involved in an OSHA-recordable injury or illness

<sup>20</sup> Lost Time Incident Rate (LTIR) is the number of incidents that result in time away from work





# Responsible Supply Chain

Delivering our quality products to customers is only possible through collaboration with our suppliers. Our global supply chain consists of our manufacturing sites, distribution centers, suppliers, sub-contractors, and third-party logistics providers. We have five main manufacturing facilities, two in the U.S., one in France, one in Switzerland, and one in the UK. We also have an extensive Global Reference Laboratory Network.

As we build resiliency and adapt to the changing dynamics and disruptions of the global supply chain, we also continue to explore ways to reduce our environmental impact in our supply chain. For example, we're working on new ways to use digital technology to consolidate orders and reduce the number of shipments to customers worldwide, while still meeting their expectations. We are also asking our suppliers to adopt more sustainable ways of shipping. These efforts help us take steps to decarbonize our supply chain while also supporting our business continuity and forecasting efforts.

## Supplier Engagement

We are committed to working with like-minded suppliers that share our vision for a better world. We expect our global business partners to conduct themselves in a manner consistent with our [Supplier Code of Conduct](#), [Code of Ethics](#), [Global Anti-Bribery and Corruption Policy](#), and [Our Commitment to Diversity, Equity, and Inclusion](#) when acting for, on behalf of, or in the name of IDEXX.

We continue to expand our supplier risk evaluation processes, including launching new risk management software and self-assessment tools with our strategic suppliers. While the impacts of COVID-19 delayed our plans to work with a third-party auditing organization to help us advance our supplier assessment program, we are exploring opportunities to launch this effort in the near future. We also plan to engage with our suppliers and logistics providers to advance our understanding of our Scope 3 emissions and identify opportunities to reduce our impact across our value chain.

## Supply Chain Transparency and Human Rights

Our environmental, social, and governance (ESG) materiality assessment validated supply chain management and human rights as important issues to our stakeholders. As we continue to develop our ESG strategy, we are evaluating opportunities to partner with our suppliers to reduce environmental impact, implement responsible labor policies and reduce the risk of adverse human rights impacts, and promote diversity, equity, and inclusion. We plan to undertake a human rights risk assessment focused on our supply chain in 2023.

Our global regulatory team takes a holistic approach to monitoring the regulatory landscape and developing company-wide standards to meet or exceed regional regulatory requirements to ensure product quality and compliance. We continue to invest in technology to support our monitoring infrastructure and collect better data across our supply chain to inform and enhance our decision-making and approach. We have also expanded our external engagement with cross-industry groups to help us better understand broader industry impacts.

Our product compliance activities are aligned with standards and regulations, including the E.U. Directives on Restriction of Hazardous Substances (RoHS) Directive and the E.U. Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH) Regulation. We also comply with supply chain transparency regulations and disclosure requirements through our [Modern Slavery Statement](#) and [Conflict Minerals Policy](#). We are committed to meeting future regulatory changes as the landscape evolves.

## Supplier Quality Management

Product quality is a shared responsibility with our suppliers and they are required to have a quality management system that complies with recognized industry standards, such as ISO-9001 or ISO-13485. Our Supplier Quality Engineering team works directly with our supply partners to assure their quality management systems are aligned with IDEXX's quality requirements. We regularly conduct audits with Tier 1 suppliers to verify control systems meet all IDEXX requirements and engage key suppliers in our version of Six Sigma training, known as FIVEX.



**Launched in 2021, the IDEXX Supplier Resource Center** transparently discloses our expectation that our suppliers operate in a socially and environmentally responsible manner in compliance with our Supplier Code of Conduct. For more information, visit [IDEXX Supplier Resource Center](#).



# Community Impact

Through our solutions-oriented approach to social initiatives and community engagement, we are committed to creating a positive and lasting impact around the globe. We are also fostering a culture that encourages our employees to give back to their communities.

## Amplifying Our Global Impact

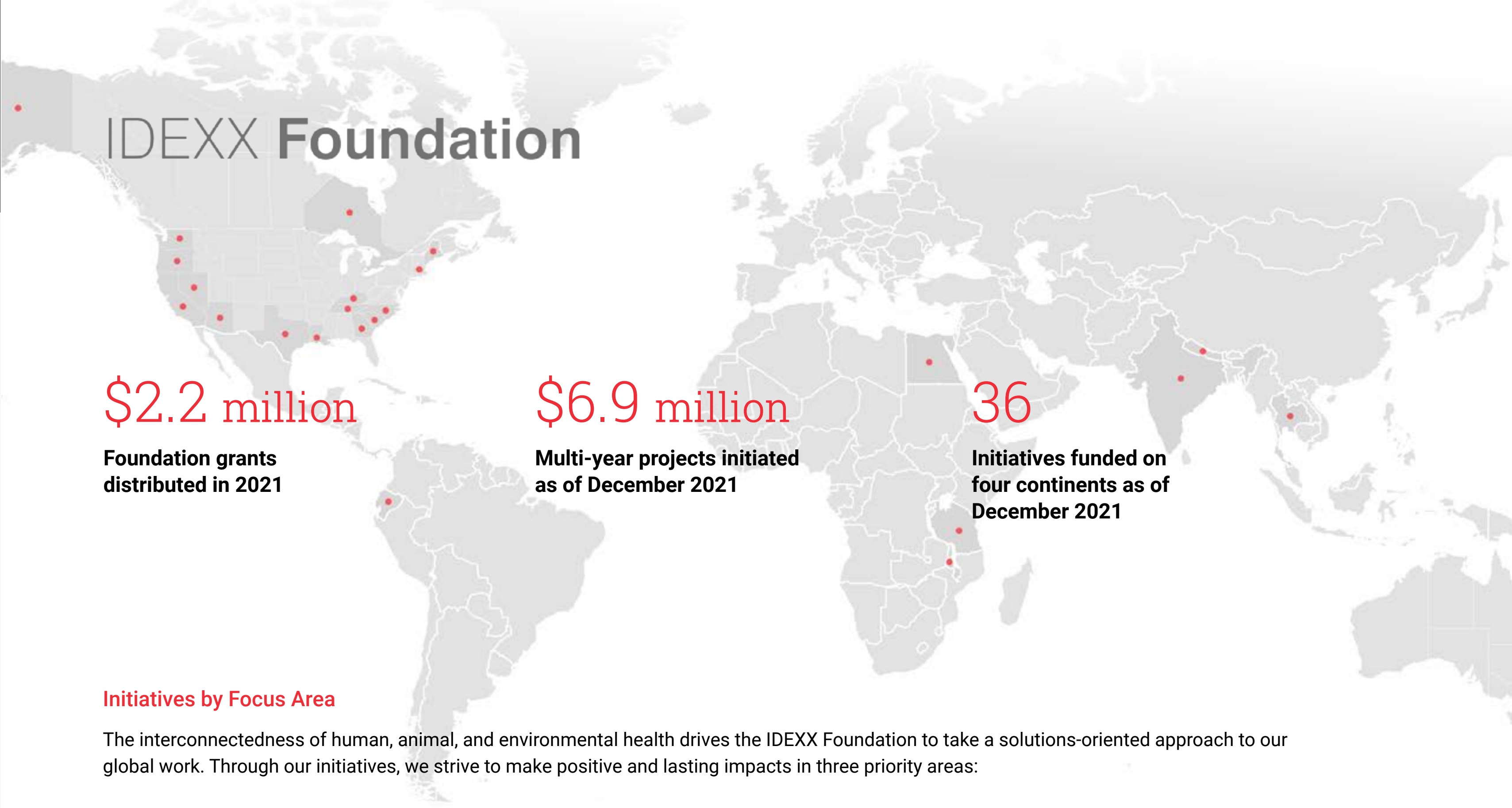
At IDEXX, we are committed to creating a positive and lasting impact for people, animals, and the environment. In 2020, we launched the IDEXX Foundation<sup>21</sup> with an initial contribution of \$10 million to support activities aligned with our Purpose. The IDEXX Foundation amplifies our ongoing local partnerships while also broadening our geographic reach and social impact.

In 2021, we celebrated our first full year of grant making by supporting 36 projects aligned with our three focus areas: creating opportunities to help educate diverse leaders of tomorrow in STEM and animal health fields, caring for our companions by improving access to veterinary care for underserved communities, and fostering community-focused solutions for climate adaptation, access to clean water, and food sustainability. From the classrooms of Maine to the rangelands of the Maasai, these projects expand our global impact to nine countries on four continents, as well as diversify and deepen our commitment to the communities where we live and work.

### IDEXX Foundation Impact Report

Later this year, we plan to publish our first IDEXX Foundation Impact Report that will feature outcomes to date of global initiatives and profiles of new projects.

<sup>21</sup> The IDEXX Foundation is a donor-advised fund administered by a national donor-advised fund sponsoring program



**Creating opportunities for the diverse leaders of tomorrow**



**Caring for our companions**



**Fostering water access, climate adaptation, and food sustainability solutions**



# IDEXX Foundation

## IDEXX-Tuskegee University College of Veterinary Medicine Scholars

In 2021, the IDEXX Foundation launched a multi-year \$3.6 million initiative with the Tuskegee University College of Veterinary Medicine (TUCVM), an institution that has educated more than 70% of all African-American veterinarians in the United States. Aligned with our commitment to create diverse leaders of tomorrow by advancing diversity in the veterinary field, the initiative includes nine full scholarships, mental health support for veterinary students, emergency funding for students in need, and monies for important capital improvements at the TUCVM facilities.

In 2022, we announced the first three IDEXX-TUCVM Scholars – Justin A. Hodrick, Brittany T. Howard, and Sydney N. Johnson – all first-year veterinary students and members of the TUCVM Class of 2025. Six more students will be selected for TUCVM Classes of 2026 and 2027.



Photo: Thomas Martin

"With IDEXX as a committed partner, we can continue to advance diversity and equity in veterinary medicine. IDEXX's intentional commitment to support each recipient's full academic journey through acquiring their DVM degree from TUCVM speaks to IDEXX's extraordinary and strategic vision for the future of veterinary medicine."

• **DR. RUBY L. PERRY, DVM, MS, PHD, DIPLOMATE-ACVR**, DEAN OF THE TUSKEGEE UNIVERSITY COLLEGE OF VETERINARY MEDICINE



Photos: Gulf of Maine Research Institute and SAE International

# Creating Opportunities for Diverse Leaders of Tomorrow

By building capacity for STEM education and advancing science literacy for learners of all ages, we're creating opportunities for diverse leaders of tomorrow and supporting their well-being. Examples of initiatives that we support:

## Diversify Veterinary Medicine Coalition

The Diversify Veterinary Medicine Coalition (DVMC) is a group of animal health organizations and committed individuals coming together to address issues of diversity, equity, inclusion and belonging in veterinary medicine. Our support will help create a scholarship program and mentorship platform to create accessible pathways to veterinary medicine for Black, Indigenous, and People of Color (BIPOC) students.

**Gulf of Maine Research Institute**

Through its LabVenture program, the Gulf of Maine Research Institute (GMRI) increases access to science literacy for middle school students across Maine. Our support is helping to expand access to LabVenture's hands-on, interactive investigation of the changing Gulf of Maine ecosystem for students from indigenous and immigrant communities.

**SAE International: A World in Motion  
Program**

SAE International's A World In Motion® (AWIM®) program is an inquiry-based learning experience that brings STEM concepts to life, setting students on a path of lifelong learning and discovery. Our support will fund AWIM's hands-on STEM programming for 1,400 K-8 students and STEM education training to 25 teachers in select communities in the U.S. and Canada.

## Expanding Access to Mental Health Support

Recent studies highlight many veterinarians are struggling with mental health challenges and the stress and demands of the pandemic have further exacerbated this distress. According to the American Veterinary Medical Association, female veterinarians are 2.4 times more likely to die from suicide compared to the general public, while male veterinarians are 1.6 times more likely.<sup>22</sup> We recognize the pressure of becoming a veterinarian starts long before they begin practicing and we are committed to expanding access to mental health and well-being support for veterinary students and veterinary professionals around the world through our global social initiatives.

22 [Auburn-CDC study examines frequency and means of suicide among veterinary professionals](#)



## Caring for Our Companions

We're committed to improving equitable access to veterinary care, increasing our disaster response for animals at risk, and connecting people with animals that give comfort, mobility, and greater access to work and play. Examples of initiatives that we support:

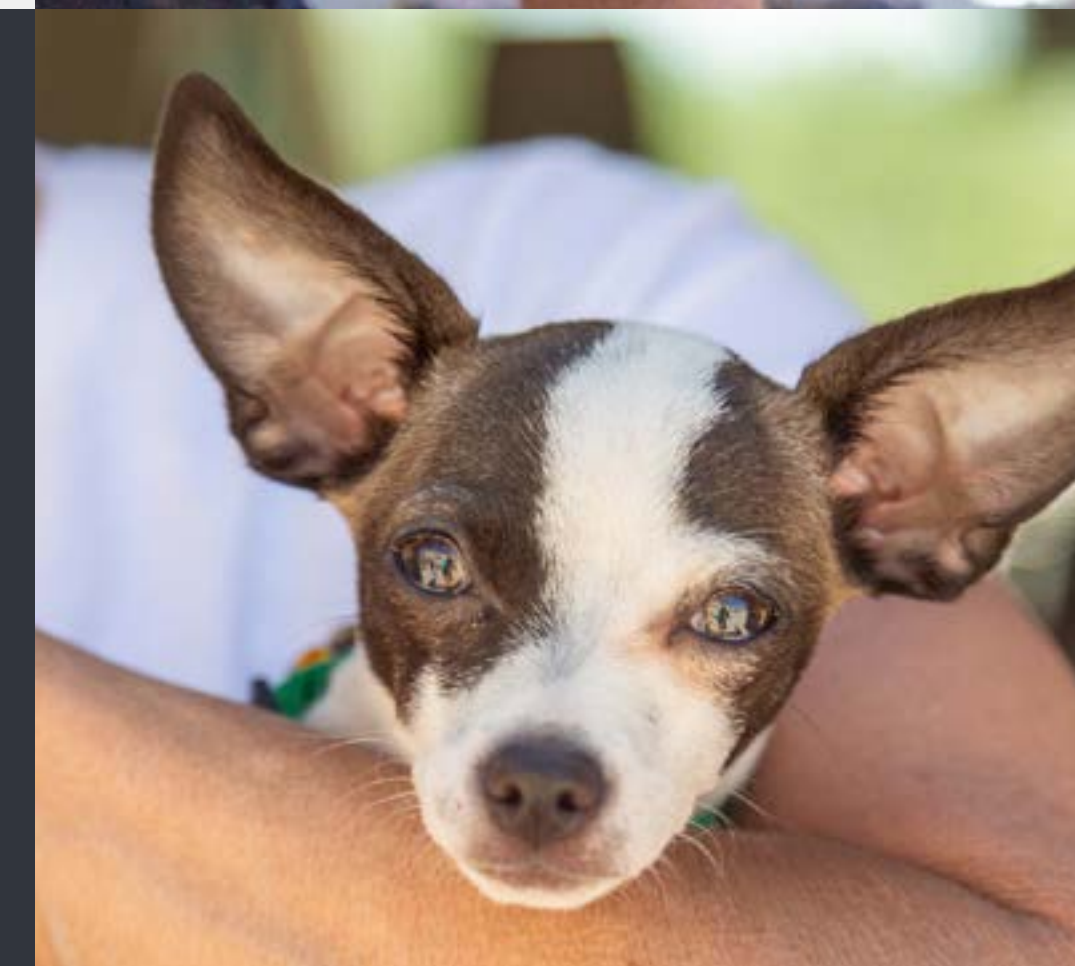
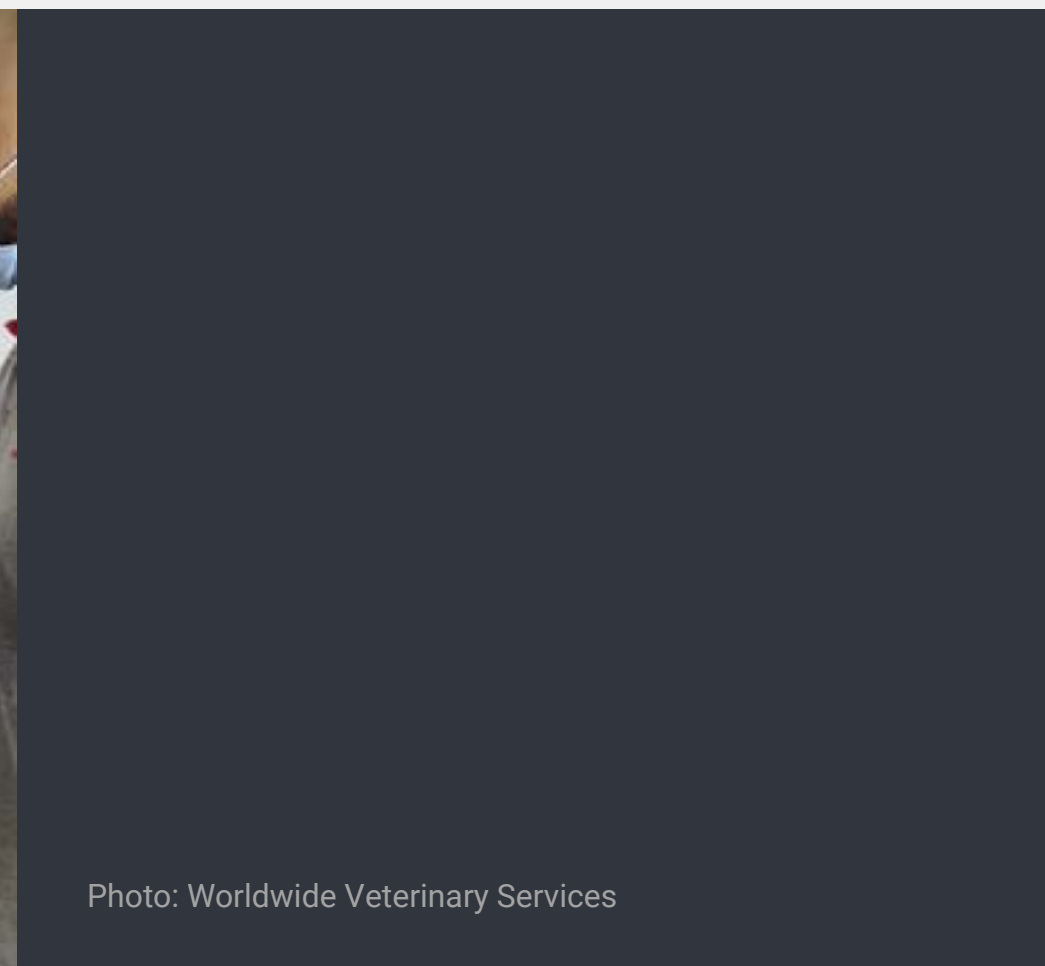
## Worldwide Veterinary Service

Worldwide Veterinary Service (WVS) champions animal welfare around the world. They source veterinarians where they are needed most, providing expert veterinary training in hard-to-reach places.

With IDEXX Foundation support, WVS trained nearly 866 veterinarians and veterinary assistants and treated more than 23,814 animals since 2021 at their International Training Centres (ITC) in India, Malawi, and Thailand and through WVS's on-the-ground taskforce training team in Egypt, India, and Nepal. Our support also helped launch the WVS Academy, a global online veterinary resource, with nearly 64,000 site visits by veterinarians since the Academy launched in 2021. By offering aspiring veterinary professionals the chance to develop practical skills and learn best practices in animal welfare, WVS is increasing access to quality care to animals in need in some of the world's most resource-limited settings.

## Rosebud Initiative and the Banfield Foundation

A collaboration between the IDEXX Foundation, Banfield Foundation, and other animal welfare organizations, the Rosebud Sioux Tribe Veterinary Clinic is a multi-year initiative to bring financially sustainable, Tribally directed preventive veterinary care and critical veterinary resources to the 20 communities within the Rosebud Lakota Sioux Tribal community in South Dakota in the U.S. Anchored by a new veterinary clinic named Wamakanskan Wawokiye Oti, which translates as Helping Animal Center, the Rosebud initiative will provide access to care for owned and community animals. Through the Dr. Eric Jayne Scholarship Program, the initiative also provides education opportunities and full scholarships for Tribal members seeking careers in veterinary medicine.







Photos, clockwise from top left: Justdiggitt, charity: water, Cait Bourgault Photography for Sebago Clean Waters

# Expanding Investments in Clean Water and Climate Adaptation

We continue to expand our focus on climate adaptation and nature-positive projects to support access to clean water and build climate resilience. Examples of initiatives that we support:

## charity: water

Nearly 1 in 10 people worldwide live without clean water.<sup>23</sup> charity: water is on a mission to change that through sustainable, community-led water projects. We are supporting charity: water’s work to bring clean water to 30 communities throughout Africa and South Asia over the next three years. These projects aim to provide improved hygiene, sanitation, community health, and education, while helping to spark economic growth.

## Justdiggitt

Nature-based regreening techniques can help communities thrive amid changing ecosystems caused by global warming. We are providing support to a larger multi-year initiative with Justdiggitt, a nonprofit organization on a mission to green Africa over the next 10 years. Overall, the initiative aims to restore 400 hectares of land and regenerate more than 300,000 trees by training 8,500 farmers on farmer managed natural regeneration and rainwater harvesting techniques, and will create sustainable employment for 60 Maasai women in Tanzania.

## Sebago Clean Waters

A coalition of nine nonprofit organizations and a regional water utility, Sebago Clean Waters is working to increase the pace of forest conservation in the Sebago Lake watershed to keep Maine’s largest drinking water supply clean. Our support is helping to catalyze and advance additional forest conservation and watershed protection efforts. Thus far, Sebago Clean Waters has already helped conserve 7,500 acres of high-priority forestland with water quality benefits.

<sup>23</sup> [United Nations Children’s Fund \(UNICEF\) and World Health Organization \(WHO\), 2019](#)



### EMPLOYEE SPOTLIGHT:

#### UK Volunteer Challenge

Held in conjunction with employees’ efforts to support mental health awareness, IDEXX employees in the UK and Ireland came together in June 2021 to contribute to their local communities as part of the UK Volunteer Challenge. Employees volunteered more than 200 hours over the month, helping with beach and river clean-ups, wildlife conservation efforts, school outreach, and photography for a local hospice. They also helped raise over \$2,500 for two local charities.



Disaster and Emergency Relief

As a global company, we are committed to supporting the health and safety of our employees, customers, and suppliers in response to a natural disaster, extreme climate event, or emergency crisis. We are also committed to supporting the pets that are part of their families.

To aid in response and recovery, IDEXX and the IDEXX Foundation work with local and global stakeholders to mobilize resources to help, including donating products for customers and registered charitable organizations providing relief. In addition, we also donate products and resources for pets in need in other emergency situations, such as for animals at risk due to neglect or abuse.

In 2021, we supported several organizations providing direct support for at-risk animals and communities impacted by Hurricane Ida in Louisiana and Mississippi, the West Coast wildfires, and the tornadoes in the Southern U.S. We mobilized support in response to the tsunami that hit Tonga and the flooding disasters in Northern Europe and Australia. IDEXX Foundation also provided funding to the Maine State Society for the Protection of Animals to aid with the rehabilitation for a herd of 20 abused and neglected horses.



The Louisiana SPCA, a nonprofit and shelter partner of the Banfield Foundation



World Central Kitchen



International Medical Corps

Supporting People and Animals Impacted by the War in Ukraine

Along with the international community, the devastating war in Ukraine was deeply concerning to us at IDEXX and we strongly condemned the invasion and violence there.

We committed our support to people and animals in the region to enable essential care, including free rabies testing services at border crossings for refugees’ pets, and human testing supplies to support emergency room diagnostics. In addition, our employees organized a “Volunteer to Help Ukraine” Europe-wide initiative to collect basic pet supplies — such as dry dog food, carriers, collars, and leashes — to be distributed to shelters and veterinarians providing direct support for the influx of animals.

Through the IDEXX Foundation, we also supported relief efforts in the region, including contributions to International Medical Corps, International Fund for Animal Welfare, and World Central Kitchen. These organizations provided continuity of medical care and mental health support for refugees, financial support to shelters and zoos to care for displaced animals, and provided hundreds of thousands of meals each day to refugees in Ukraine, Poland, Moldova, Romania, and Hungary.

To amplify our collective impact, IDEXX Foundation also matched employees’ donations around the world to these three organizations and expanded our volunteer policy to allow employees to use their volunteer time off (VTO) to help refugees with housing, registering with government support programs, and identifying job opportunities.



Photo: Julia Cumes / © IFAW





## Volunteering and Community Engagement

We encourage our employees to make a difference in the communities where they live and work. We offer employees paid Volunteer Time Off (VTO), up to 16 hours paid per year, to put their skills to use helping rescue animals, restoring hiking trails, mentoring the next generation of STEM talent, and more. Despite the ongoing pandemic, our employee volunteer hours more than doubled in 2021.

4,777


### Global employee volunteer hours in 2021<sup>24</sup>

Up to 16 hours

**Paid volunteer time off (VTO) per year<sup>25</sup>**

## Amplifying Community Impact through One IDEXX

In 2022, we partnered with Benevity to launch One IDEXX, a new global platform to drive employees' community involvement. One IDEXX will empower our employees to make a difference, connecting them to millions of volunteer opportunities wherever they may live and nearly 2 million organizations to whom they can make contributions. The platform is global and supports equitable access to volunteering and giving opportunities for all eligible employees. One IDEXX will also allow IDEXX to amplify their impact with corporate-sponsored matching efforts, such as disaster response and emergency relief fundraising campaigns. Our goal is to increase the number of hours volunteered by employees globally to 15,000 by 2025.

 For more information on our new ESG goals, visit the [ESG Goals and Commitments](#) section of this report ►

24 For US, UK, and Germany employees only  
25 For eligible employees as applicable by local guidelines

\$500k

**Total corporate contributions to community organizations in 2021**

## Contributing to Our Communities

We look to our Purpose when we undertake community initiatives and embrace partnerships that bring that vision to life. Each year, IDEXX locations across North America undertake an annual United Way campaign in support of locally-focused community organizations.



**Meet a few of our community partners:**

**IDEXX Safety Net Program: Animal Refuge League of Greater Portland** • In 2021, IDEXX funded a new, three-year initiative with the Animal Refuge League of Greater Portland (ARLGP) called the IDEXX Safety Net program. The program provides support for transportation and veterinary care to relocate hundreds of animals from partner shelters and rescue organizations across the U.S. to ARLGP for adoption in Maine.



**Children's Museum & Theatre of Maine** • Our support helped launch the new IDEXX STEM Learning Hub, a creative collaboration designed to enhance opportunities for experiential STEM learning for children and families in Maine.



**Dempsey Dogs Pet-Therapy Program** • Powered by IDEXX employees and canine volunteers and supported by IDEXX, the Dempsey Dogs provide comfort and support to people impacted by cancer, especially children and teenagers, at the Maine-based Dempsey Centers.



**K9's for Warriors** • Determined to end veteran suicide, K9's for Warriors provides highly-trained service dogs—the majority of which come from high-kill rescue shelters—to veterans in need. With a five-year waitlist for service dogs, our support is providing resources for additional K9 trainers.



**Junior Achievement Titan Challenge** • IDEXX is the premier sponsor of the Junior Achievement Titan Challenge in Maine, a statewide annual STEM challenge where students become CEOs for a day and compete for scholarships. After a virtual event in 2021, we welcomed approximately 50 high school students and IDEXX mentors to our World Campus location in 2022.



## EMPLOYEE SPOTLIGHT:

## A "Tail" of Dempsey Dog Volunteers

IDEXX employee, Renee Brezovsky, and her canine companion, Meadow, volunteer each week as official greeters at the Dempsey Center, a Maine-based nonprofit group that provides support to people impacted by cancer. Certified via the Pet Partners animal therapy program, Renee and Meadow are the first graduates of the IDEXX-sponsored “Dempsey Dog” pet-therapy program aimed at promoting mental well-being and healing.



# Governance

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



## In this section:

- **Governance Highlights**
- **Corporate Governance**
- **Global Ethics and Compliance**
- **Risk Management, Privacy, and Cybersecurity**
- **Policies, Commitments, and Disclosures**







# Corporate Governance

IDEXX is committed to sound corporate governance practices to benefit our stakeholders, including our shareholders, customers, employees, suppliers, and communities. Our shareholders elect our Board, which acts as stewards for IDEXX and our stakeholders. The Board and its committees meet throughout the year and regularly engage with management as part of fulfilling their oversight responsibilities and duties.

The Board has adopted corporate governance policies and practices, including [Corporate Governance Guidelines](#), which provide a framework for effective Board oversight with an emphasis on responsible governance. These guidelines are founded on a commitment to build long-term value for all our stakeholders and, together with our Code of Ethics and Board Committee Charters, provide the framework for corporate governance at IDEXX.

The Governance and Corporate Responsibility Committee regularly assesses the corporate governance landscape to identify emerging practices that are aligned with our Purpose and enhance the creation of long-term value for all of our stakeholders. With that perspective, the Governance and Corporate Responsibility Committee reviews our Corporate Governance Guidelines and other corporate governance policies and practices at least annually and, as necessary or advisable, recommends enhancements to the full Board for its approval.

In 2021, we amended our Board committee charters and Corporate Governance Guidelines to clarify environmental, social, and governance (ESG) oversight accountabilities. We also updated our insider trading policy and guidelines to reflect current best practices for insider trading compliance. For more information, see our [2022 Proxy Statement](#) or visit [Corporate Governance](#) at [www.idexx.com](http://www.idexx.com).



80%

Director Independence

30%

Women<sup>5</sup>

20%

Racial or Ethnic Diversity<sup>5</sup>

10%

Identify as LGBTQIA+<sup>5</sup>

10%

Disability<sup>5</sup>

## Board of Directors

Our Board of Directors is comprised of eight independent directors, our CEO, and our former CEO and Chair. Our Board has four committees, including:

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

The Audit, Compensation and Talent, and Governance and Corporate Responsibility Committees are composed entirely of independent directors.

Our Board is committed to ensuring its continued effectiveness through succession planning and

refreshment, actively seeking highly qualified Board member candidates, with a commitment to include diverse candidates who represent the full range of gender, race, ethnicity, and other dimensions of diversity of background, thought, and experience. Directors are also committed to engaging in rigorous annual self-assessments of the Board, its committees, and each Board member, and in making continuing education opportunities available for our Board members on an ongoing basis.

Each year, the Governance and Corporate Responsibility Committee leverages insights from the Board’s annual review of our long-term strategic plan and related enterprise risk assessment to identify the capabilities, skills, and experiences that it believes would best enable our Board to support our Purpose, including the creation of exceptional long-term value, both presently and in the future.

<sup>5</sup> Based on self-identification by members of the Board of Directors; data as of the date of the 2022 Annual Meeting of Shareholders



Lawrence D. Kingsley



Jonathan W. Ayers



Bruce L. Claflin



Asha S. Collins, PhD



Stuart M. Essig, PhD



Daniel M. Junius



Jay Mazelsky



Sam A. Samad



M. Anne Szostak



Sophie V. Vandebroek, PhD



The Governance and Corporate Responsibility Committee then considers the results of our annual Board self-assessment and evaluates the Board’s composition and each Board member’s skill set to determine whether our Directors’ current capabilities, skills, and experiences align with the long-term needs of our Board. Based on its review, the Governance and Corporate Responsibility Committee determines whether and when Board refreshment is needed, as well as the capabilities, skills, and experiences that candidates should possess. The Governance and Corporate Responsibility Committee then engages in a process to identify candidates to recommend to the Board. Once candidates are recommended to the Board, the Board selects nominees to be voted upon by our shareholders, or if a candidate is recommended to fill a Board vacancy, he or she may be elected by the vote of a majority of the Board members then in office.

**Board Diversity**

We believe that diversity on our Board, including but not limited to gender, racial, and ethnic diversity, helps drive innovation and a better understanding of our stakeholders and contributes to Board effectiveness. Accordingly, our Governance and Corporate Responsibility Committee and Board focus on ensuring representation of a wide range of backgrounds and experiences on our Board, consider the value of diversity of all types in the Board member nomination process, and actively seek out highly qualified, diverse candidates to include in the pool of potential Board nominees.

For more information about our practices supporting Board effectiveness and our Board members’ experiences, qualifications, attributes, and skills, see our [2022 Proxy Statement](#).

**Board Oversight**

Our [Corporate Governance Guidelines](#) and Board committee charters provide a framework for effective Board oversight on the following topics with additional information available in our [2022 Proxy Statement](#):

**Corporate Responsibility and ESG Matters**

Our full Board oversees our overall strategy and management of material ESG risk and opportunities, and our Audit, Compensation and Talent, and Governance and Corporate Responsibility Committees support the Board on key ESG priority topics. For more information, see [Our Approach to Corporate Responsibility](#) section of this report.

**Legal and Ethical Conduct**

The Audit Committee oversees our Code of Ethics compliance monitoring, and the full Board exercises oversight over our compliance program for legal and ethical conduct. For more information, see [Global Ethics and Compliance](#) section of this report.

**Strategy and Risk Management**

Our full Board reviews strategic risks and opportunities facing IDEXX, including ESG-related risks and opportunities, as well as the results of management’s annual enterprise risk assessment. Other important risk categories, such as business continuity, are assigned to designated Board committees that report back to the full Board. For more information, see [Risk Management](#) section of this report.

**Executive Compensation and Human Capital**

The Compensation and Talent Committee of the Board oversees the executive compensation program, policies, and practices and establishes performance goals for our executive compensation program. The Compensation and Talent Committee also oversees IDEXX’s key human capital and talent strategies and policies and our management of material human capital and talent risks and opportunities. For more information, see our [2022 Proxy Statement](#).

**Cybersecurity**

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









## Global Whistleblower Policy and 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 clearly describes how any employee may report ethical or other concerns. Our Code of Ethics training includes our strict non-retaliation policy and recently updated content to help leaders incorporate ethics into their day-to-day leadership, and to 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 up to their direct manager, a member of the Legal, Compliance, or Human Resources departments, or the IDEXX Ethics Hotline.

The IDEXX Ethics Hotline is managed by a third-party vendor that provides toll-free 24/7 telephone helplines worldwide and web-based reporting tools in the reporter’s respective local languages. The availability of the IDEXX Ethics Hotline is promoted globally via on-line and in-person trainings. Reporters can choose to submit their questions and concerns either with their name or anonymously, subject to local legal restrictions. All incoming matters are reported to the Compliance team, regardless of how they are reported, and are tracked, triaged, and referred for review. The types of reports and inquiries received from stakeholders vary and include matters regarding

human resource issues, business integrity and conduct, conflicts of interest, and safety, health, and physical environment. IDEXX continuously monitors inquiry trends and concerns reported to inform communications and training plans, improve our internal processes, and strengthen key skills.

## Global Anti-Bribery and Corruption

As a global company, we are committed to conducting business in accordance with the highest ethics standards and in compliance with the U.S. Foreign Corrupt Practices Act and similar anti-bribery and corruption laws in other countries. Our [Global Anti-Bribery and Corruption Policy](#) and global anti-bribery and corruption program are designed to increase awareness among our employees, agents, and affiliates about applicable anti-bribery and corruption laws and to detect and remediate any potential violations of such laws. We prohibit bribes and facilitation payments, provide operating guidelines addressing recordkeeping, approval procedures and appropriate behavior, and require third-party agents to agree to conduct IDEXX business in accordance with our principles. We continue to evolve our anti-bribery and anti-corruption audit and monitoring program, including conducting comprehensive risk assessments in two emerging geographies for IDEXX in 2021.

In 2021, IDEXX also adopted a [Policy on Political Contributions and Public Policy Engagement](#) that formalizes our long-standing practice of not making political contributions and confirms we do not have a political action committee.







# Risk Management, Privacy, and Cybersecurity

Effective risk assessment and management are essential to the long-term sustainability of our business. At IDEXX, risk assessment and management are embedded in our strategic planning and business processes, and our risk management framework provides our senior executives with visibility into risk changes over time to support informed risk decision-making that creates long-term value for all our stakeholders.

## Management’s Role in Assessing and Managing Risks

Under our risk management framework, we work to anticipate, assess, monitor, and manage emerging issues to identify existing and emerging risks and opportunities. Our management team is responsible for our enterprise risk assessment and risk management on a day-to-day basis. Our Chief Audit Executive leads our annual enterprise risk assessment process, in partnership with the Chief Corporate and Securities Counsel, to identify and understand IDEXX’s material risks and assess related risk management and mitigation strategies, structures, and practices. Presented to all our senior executives and our Board, the result of this annual enterprise risk assessment process supports IDEXX’s ability to continue to build a better, more resilient business.

We continue to advance the integration of ESG risks into our enterprise risk assessment and management processes and ESG opportunities into our strategic and business planning. Discussion of our most significant business risks is included in our [2021 Form 10-K](#), and climate-related risks and opportunities are highlighted in our TCFD index in the [ESG Appendix](#).

The Board oversees our risk management activities and our corporate strategy. For more information, see our [2022 Proxy Statement](#).

## Protecting Privacy

We respectfully handle the personal information of our employees, customers, suppliers, job applicants, website visitors, 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 European Union’s [General Data Protection Regulation \(GDPR\)](#).

In 2021, we appointed our first standalone Chief Privacy Officer to oversee our privacy program. 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 CCO. We continue to strengthen our compliance with existing and emerging global personal data privacy laws and promote internal practices to ensure we are transparent in our communication of our privacy practices and how we process personal information.

See our [IDEXX Global Privacy Policy](#) to learn more about how all of the [IDEXX group of companies](#) processes personal data. The policy is available in multiple languages.





## Global Trade Compliance

We updated our Global Trade Compliance Policy in 2021, reaffirming our commitment to complying with all applicable trade sanctions, import, and export laws, and regulations of the U.S. and all other jurisdictions in which we operate worldwide.

## Managing Cybersecurity Risks

Our cybersecurity program operates under governance, risk, and compliance processes that are aligned with the [National Institute of Standards and Technology \(NIST\) Cybersecurity Framework](#) and other relevant international security standards.

Our program is designed to protect and preserve the confidentiality, integrity, and continued availability of all information owned by, or in the care of, IDEXX. This program is led by our Chief Information Security Officer and his team and is overseen by a senior management-level cybersecurity risk steering committee that includes our Chief Audit Executive and General Counsel. Our Chief Information Security Officer reports directly to our Senior Vice President and Chief Information Officer.

Our employees play a crucial role in safeguarding data. As our first line of defense, we assess and, where needed, train employees and contractors on good security habits and phishing identification. In addition, privacy training is provided to identify, protect, and preserve sensitive data and prevent cyber intrusions. Our robust information security training program provides tailored information security training to our employees twice per year, based on the specific results of periodic information security assessments.

Our cybersecurity program also includes a cyber incident response plan that provides controls and procedures for timely and accurate reporting of any material cybersecurity incident to executive leadership and the Board. We assess our cybersecurity risk management program at least annually against the NIST Cybersecurity Framework, and external third parties conduct annual assessments from time to time. We refreshed our cyber incident response plan in 2021 and completed a cybersecurity tabletop exercise with executive leadership in 2022.

Our full Board oversees our cybersecurity risk management program. Our Chief Information Officer and Chief Information Security Officer review our cybersecurity risks and risk management program and activities with the full Board at least annually and provide periodic additional updates to the Board as warranted. For more information, see our [2022 Proxy Statement](#).

As we look ahead, we are focused on reducing risk related to data security by continuing to raise the security knowledge of our employees and continuously improving our guidelines, processes, and technologies to protect employees, customers, and our operational technologies.

## Ethical Marketing

Because our primary business is the manufacture, marketing, and sale of companion animal diagnostic products and services, government regulation of our marketing, promotional, and pricing practices is generally limited. However, IDEXX adheres to all applicable regulations and is committed to marketing our products and services ethically by presenting truthful claims regarding the capabilities of our products and services that are substantiated, where relevant, by peer-reviewed and third-party studies. We are driven by our mission to advance the standard of care for companion animals across the globe.

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

Our pricing strategy is rooted in the value of our differentiated products and services and our desire to advance the standard of care for companion animals globally. We regularly review and calibrate our pricing strategy.







# ESG Appendix

## In this section:

- **Data Summary, 2019-2021**
- **Sustainability Accounting Standards Board (SASB) Index**
- **Task Force on Climate-Related Financial Disclosures (TCFD) Index**
- **Progress on Goals from 2020 Corporate Responsibility Report**



# Data Summary, 2019-2021

All data is as of December 31 in the indicated year, unless otherwise noted.

Additional information is available in our annual reports on Form 10-K and Proxy Statements at [www.idexx.com](http://www.idexx.com) ►

Economic	2019	2020	2021	Reference
Total Company Revenue, U.S. Dollars (millions)	2,407	2,707	3,215	<a href="#">About IDEXX ▶</a> and <a href="#">idexx.com ▶</a>
Income from Operations, U.S. Dollars (millions)	553	695	932	
Research & Development, U.S. Dollars (millions)	133	141	161	
Total Global Locations	*	105+	115+	
Customer Locations, countries and territories	175+	175+	175+	

\* Not previously reported

Environment	2019	2020	2021	Reference
Greenhouse Gas Emissions, MT CO2e				
Scope 1 (fuels, natural gas, refrigerants)	17,345	13,499	16,646	Taking Climate Action ►
Scope 2 (electricity use)	19,807	16,587	17,381	
Total Scope 1 & 2	37,152	30,086	34,027	
Scope 1 & 2 buildings (without vehicles)	29,474	24,510	26,027	
Square footage (millions) <sup>26</sup>	2.1	2.2	2.3	
Building emissions intensity (MT CO2e / 1,000 square feet)	14.04	11.14	11.32	
Energy Use, MWh				Reducing Operational Impact ►
Total energy use from renewable sources	0	0	252	
Total energy use from non-renewable sources	54,758	52,224	55,973	
Total Energy Use	54,758	52,224	56,225	
Water Consumption				Reducing Operational Impact ►
Water use, cubic meters	78,090 <sup>13</sup>	70,300 <sup>14</sup>	89,450 <sup>14</sup>	
Water intensity (cubic meters / 1,000 square feet)	86.48 <sup>13</sup>	67.99 <sup>14</sup>	82.75 <sup>14</sup>	

13 Water consumption for 43% of square footage

14 Water consumption for 47% of square footage

26 Square footage in accordance with GHG protocol



## Data Summary, 2019-2021

Social	2019	2020	2021	Reference
General Employee Data				<a href="#">People &amp; Culture</a> ►
Total full- and part-time employees, approximate	9,200	9,300	10,350	
Employees by region, Americas	*	69%	68%	
Employees by region, Europe, Middle East, Africa (EMEA)	*	25%	24%	
Employees by region, Asia Pacific Region (APO)	*	6%	8%	
Employee Data by Age				<a href="#">People &amp; Culture</a> ►
Employees under age 30	*	*	18%	
Employees age 30 – 50	*	*	61%	
Employees over age 50	*	*	21%	
Gender Data				<a href="#">Diversity, Equity, &amp; Inclusion</a> ►
Women in global workforce	*	57%	58%	
Women in global management <sup>2</sup>	*	*	48%	
Women in global senior leadership <sup>17</sup>	*	30%	34%	
Women in global senior executive roles <sup>27</sup>	*	25%	24%	
Women in STEM roles <sup>6</sup>	*	*	59%	

Note: Some totals may not add up to 100% due to rounding

\* Not previously reported

2 Employees in people leadership roles (all levels)

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

Social, continued	2019	2020	2021	Reference
U.S. Workforce Representation Data				
% U.S. employees, underrepresented racial and ethnic groups <sup>15</sup>	*	22%	22%	<a href="#">Diversity, Equity, &amp; Inclusion</a> ►
% U.S. employees, White/Caucasian	*	*	76%	
% Decline to state	*	*	1%	
Underrepresented racial and ethnic groups in U.S. management <sup>2,15</sup>	*	*	15%	
Underrepresented racial and ethnic groups in U.S. senior leadership <sup>15,17</sup>	*	7% <sup>28</sup>	8%	
Underrepresented racial and ethnic groups in U.S. senior executive roles <sup>15,27</sup>	*	11% <sup>28</sup>	11%	
Global Employee Turnover (Voluntary and Involuntary)				
Total number of employee turnover rate (number employee turnovers/total employees)	*	*	14%	<a href="#">Form 10-K</a> ►
Voluntary turnover rate (number of voluntary turnovers/total employees)	*	8%	12%	
Voluntary turnover rate for managerial and professional staff (number of voluntary turnovers/employees)	*	*	6%	

For more information, see our latest [EEO-1 survey data disclosure](#).▶

15 Based on self-identification by our U.S. employees. The term 'underrepresented racial and ethnic groups' is defined as African American/Black, Asian, Hispanic/Latinx, and other. Other is defined as American Indian, Alaska Native, Native Hawaiian/Other Pacific Islander, and two or more races

17 Global Senior Leaders are employees in compensation grades considered Director or above

27 Employees in compensation grades considered Senior Vice President or above

28 As of October 2020



## Data Summary, 2019-2021

Social, continued	2019	2020	2021	Reference
Employee Engagement Survey				<a href="#">People &amp; Culture</a> ►
Participation rate for employee myVOICE survey (2020 was Pulse survey format)	82%	71%	85%	
Safety Performance <sup>18</sup>				<a href="#">Workplace Health &amp; Safety</a> ►
Recordable Incident Rate (RIR) <sup>19</sup>	1.02	1.06	1.00	
Lost Time Incident Rate (LTIR) <sup>20</sup>	0.06	0.15	0.21	
Social Impact				<a href="#">IDEXX Foundation</a> ►
IDEXX Foundation grants, U.S. Dollars	*	*	2,200,000	
Number of initiatives	*	*	36	
Corporate contributions, U.S. Dollars	840,000	1,000,000	500,000	<a href="#">Community Impact</a> ►
Value of product donations, disaster relief or community outreach, U.S. Dollars	*	*	681,000	
Employee volunteer hours <sup>24</sup>	7,194	1,927	4,777	

\* Not previously reported

18 Safety records include employees and contract workers

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

20 Lost Time Incident Rate (LTIR) is the number of incidents that result in time away from work

24 For US, UK, and Germany employees only



Photo: Worldwide Veterinary Service



Data Summary

Based on the date of the Annual Meeting of Shareholders in the indicated year

Governance	2019	2020	2021	2022	Reference
Board of Directors					<a href="#">Corporate Governance</a> ►  and  <a href="#">Proxy Statements</a> ►
Separate Board Chair and CEO	No	Yes	Yes	Yes	
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	88%	80%	80%	80%	
Commitment to board diversity, including racial, ethnic and gender diversity	Yes	Yes	Yes	Yes	
Board of Directors, % women <sup>5</sup>	38%	30%	30%	30%	
Board of Directors, % racially or ethnically diverse <sup>5</sup>	*	*	20%	20%	
Board of Directors, % identify as LGBTQIA+ <sup>5</sup>	*	*	*	10%	
Board of Directors, % have disability <sup>5</sup>	*	*	10%	10%	<a href="#">Proxy Statements</a> ►
Annual Board self-assessment	Yes	Yes	Yes	Yes	
Shareholder Rights					
Inequitable voting rights	No	No	No	No	
Proxy access	Yes	Yes	Yes	Yes	
Poison Pill	No	No	No	No	

\* Not previously reported

Governance, continued	2019	2020	2021	2022	Reference
Board Oversight					<a href="#">Corporate Governance</a> ►
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	
Executive Compensation Policies and Practices					<a href="#">Proxy Statements</a> ►
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	
Anti-Bribery and Anti-Corruption					<a href="#">Global Ethics &amp; Compliance</a> ►
Monetary losses as a result of legal proceedings associated with corruption and bribery	No	No	No	No <sup>29</sup>	
Policy on Political Contributions and Public Policy Engagement	No	No	Yes	Yes	

5 Based on self-identification by members of the Board of Directors; data as of the date of the 2022 Annual Meeting of Shareholders

29 For the six-month period ended June 30, 2022



# Sustainability Accounting Standards Board (SASB) Index

**Industry: Medical Equipment and Supplies Industry**  
All data reflects metrics for the year ended December 31, 2021  
unless otherwise noted.

Report Dimension	General Issue Category Accounting Metric	Code	Location/Response
Social Capital	Affordability & Pricing		
	Ratio of weighted average of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	HC-MS-240a.1	IDEXX does not disclose this data. Please see the <a href="#">Ethical Marketing</a> section of our report for additional information regarding our pricing strategy.
	Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	IDEXX products and services pricing guides are provided to IDEXX’s direct and wholesale customers electronically or by mail. Product and services catalogs and pricing information can also be obtained by contacting an IDEXX sales representative and are accessible through IDEXX’s on-line ordering platforms. Typical terms include master terms and schedules, publicly available on our website <a href="#">here</a> . Price is affected by many factors, including but not limited to volume, geographic region of customer, and type of customer.
	Product Safety		
	Number of recalls issued, total units recalled	HC-MS-250a.1	OPTI Medical products are subject to FDA regulations. In 2021, IDEXX’s OPTI line had a voluntary, class II recall of OPTI SARS-CoV-2 RT-PCR Tests due to a precipitation issue which may cause late Ct reactors (a false positive results) with a rate of 5 to 10% for affected vitals of RNA Master Mix. The FDA recall was initiated on 6/25/2021 and affected 3,552 kits.
	List of products listed in FDA’s MedWatch Safety Alerts for Human Medical Products database	HC-MS-250a.2	OPTI Medical products are subject to FDA regulations. IDEXX had no products listed in the FDA’s MedWatch Safety Alerts database.
	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	HC-MS-250a.3	None
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-MS-250a.4	None
	Ethical Marketing		
	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	None
	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	We produce and deliver safe and effective products and services that people trust. Each country in which we do business has specific laws and regulations designed to ensure that products and services such as ours are safe and can be used appropriately. We comply with these laws and regulations, and with the licensing, registration, and other regulatory requirements that govern our ability to import, promote, and sell our products and provide our services. Please see our <a href="#">Ethical Marketing</a> section for more information.



Business Model & Innovation	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	New Product Development cycles includes reviews of global regulations related to the product type in development, including review of raw substances and mixtures used for environmental or human health impacts, or regional electrical safety or product compositions laws for analyzers or other products under development. Post product launch, IDEXX monitors changing global regulations related to the environmental or human health considerations that may impact existing product on the market. IDEXX continues to expand our technology and global networks to increase visibility to new or evolving laws that may impact our products or materials used in our products.
	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	IDEXX offers a ‘single swap’ service model that ensures our customers are not without critical product. In 2021, IDEXX had 28 products available to be repaired globally. At our Westbrook, ME repair facility only, component repairs resulted in over 23 tons of parts for reuse. In addition, IDEXX supports recycling programs available to European Union customers. Please see our <a href="#">Product Stewardship</a> section for more information.
	Supply Chain Management		
	Percentage of (1) entity’s facilities and (2) Tier 1 suppliers’ facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	(1) 100% of <a href="#">IDEXX manufacturing facilities</a> are ISO certified, including one or more of the following: ISO 9001, 14001, 13485, and 17025. (2) IDEXX performs quality audits of Tier 1 suppliers to ensure product quality and safety. IDEXX does not currently mandate Tier 1 Suppliers to provide third-party quality audit information. Please see our <a href="#">Responsible Supply Chain</a> section for more information.
	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	We are in the ongoing process of enhancing supply chain traceability initiatives. Please see our <a href="#">Responsible Supply Chain</a> section for more information.
Leadership & Governance	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	Please refer to IDEXX’s <a href="#">Conflict Minerals Policy</a> and <a href="#">Supplier Code of Conduct</a> .
	Business Ethics		
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	None
Other	Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	Please refer to the IDEXX <a href="#">Code of Ethics</a> , specifically, the <i>We interact fairly and transparently with our Customers</i> section. This section of the Code of Ethics, along with the <a href="#">Global Anti-Bribery and Corruption Policy</a> , provide guidance and policies around interactions with our customers. Every IDEXX employee receives training on the Code of Ethics and ethical business practices, as well as additional training related to their roles at IDEXX, both at time of hire and throughout their career at IDEXX. Ethics violations can be reported through our <a href="#">IDEXX Ethics Hotline</a> and all reports are subject to the <a href="#">Global Whistleblower Policy</a> .
	Activity Metrics		
	Number of units sold by product category	HC-MS-000.A	IDEXX publishes select quarterly instrument placement product amounts by quarter in our <a href="#">Quarterly Earnings Releases</a> .

Supplemental SICS Industry: Software & IT Services

Human Capital	Recruiting & Managing a Global, Diverse & Skilled Workforce		
	Percentage of gender and racial/ethnic group representation for: (1) management (2) technical staff, and (3) all other employees	TC-SI-330a.3	Please see the <a href="#">People &amp; Culture</a> section for more information.



# Task Force on Climate-Related Financial Disclosures (TCFD) Index

At IDEXX, we are committed to providing transparency on climate change risk management. Following TCFD guidance, we conducted an analysis of our climate-related risks and opportunities. This disclosure provides the key insights from our analysis. We will continue to provide details on our plans to manage material climate-related risks and opportunities on an annual basis.

**Governance**

- A. Describe the organization’s governance around climate-related risks and opportunities.
- B. Describe management’s role in assessing and managing climate-related risks and opportunities.

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

Our Executive Vice President (EVP) and General Manager, Point of Care Diagnostics and Worldwide Operations has executive oversight of our approach to environmental matters, including climate and energy. She also leads our Environmental Sustainability Steering Committee, which reviews climate-related issues and progress on environmental footprint reduction monthly. The Environmental Sustainability Steering Committee includes senior management from Operations, Supply Chain, Legal, Technology,

Research and Development, and key business functions. Material climate information is disseminated regularly from the Environmental Sustainability Steering Committee to our Corporate Responsibility Executive Committee, which includes the Chief Financial Officer (CFO), General Counsel, and other executives.

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

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

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

**Strategy**

- A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.
- B. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.
- C. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

IDEXX has conducted a climate-focused scenario analysis, resulting in the identification of key risks and opportunities. While IDEXX believes that many climate change-related issues may only affect us over medium

and long-term time horizons, one factor that poses short-term risk to our business is acute physical risk. As detailed in our risk table, increased frequency and severity of extreme weather events could impact IDEXX suppliers, manufacturing locations, logistics, and/or customers in the short term. These risks include physical risks associated with climate change and transition risks that may result from a greater focus on climate issues by stakeholders across the marketplace. In response to this and all climate-related risks and opportunities we’ve identified, we are developing a roadmap that will contribute to IDEXX’s long-term value creation and incorporate sustainability workstreams into core business processes. Key focuses of our plan include:

***Impact reduction***

IDEXX is committed to reducing our operational GHG footprint, as detailed in the Metrics & Targets section of this disclosure. To accomplish our emissions targets, we are focusing on energy efficiency projects, procurement of renewable energy, and transitioning our commercial fleet to more fuel-efficient options. Our plans to reduce environmental impact expand beyond Scope 1 & 2 emissions. We are incorporating sustainable design concepts and requirements into our New Product Development process, our plans for new buildings, and innovations for on-market products. We are also making our packaging more sustainable, as evidenced in our new insulated packaging. We strive to utilize recertified and refurbished instruments when possible to avoid new instrument production. To accomplish this, we are investing heavily in instrument repair and upgradability to improve the customer experience while lowering our need for new materials.

***Building resiliency***

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



Stakeholder engagement

Stakeholder engagement is critical for IDEXX to understand priority sustainability topics and take in all perspectives on the best path forward on environmental issues. We conducted an ESG materiality assessment in 2021 that was foundational towards understanding the perspectives of our customers, employees, investors, suppliers, and other external stakeholders. We have engaged customers in research about product and packaging with the goal of minimizing the material we ship. We also plan to increase supplier engagement on ESG topics, including emissions, in 2022, which will help us better understand the impact of our value chain. Continued stakeholder engagement will help IDEXX identify climate-related risks and opportunities proactively and incorporate them into our decision-making.

Scenario Analysis

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

- **Understanding Context:** BSR interviewed internal stakeholders to identify key trends that are shaping IDEXX’s future operating context. BSR conducted complementary research on trends (environmental, economic, social, political, and technological) relevant to IDEXX’s industry and geography. These were corporate consolidation, stakeholder expectations on sustainability, raw material accessibility, transport and distribution, and impacts on the workforce.
- **Scenario Development:** IDEXX leveraged a set of three 2030 climate scenarios developed by BSR for the *We Mean Business* coalition, with extensive input from the climate community. The scenarios were augmented with industry and geography trends and incorporated credible climate projections (from ~1.5°C – ~4°C) for emissions reductions and climate impacts, as shown in Figure 1. Key variables assessed included GHG emissions, energy consumption, and carbon price physical impacts, including temperature change, heat wave, and rainfall.
- **Strategic Implications:** A workshop was conducted with internal IDEXX stakeholders to identify the potential risks and opportunities for IDEXX within each scenario and identify interventions to enhance IDEXX’s resilience and refine its strategy.

Figure 1

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

Scenario Descriptions

Under **Walled World**: Political divides are exacerbated by COVID and the climate crisis. Governments are building walls, hoarding resources, and focused on self-sufficiency. Tribalism and distrust are rampant, and global cooperation on climate and other issues suffers. This scenario is aligned with a 4°C trajectory.

Under **Automation Acceleration**: Lingering COVID disruptions slow travel and trade and accelerate automation and virtuality. Big Tech becomes more dominant and governments experiment with new social contracts. Decarbonization is driven by tech advances, not coordinated policy. This scenario is aligned with a 3°C trajectory.

Under **Resilient Rebirth**: The effort to contain COVID ultimately sparks global collaboration on a wide range of issues as governments realize “we’re all in this together.” Capital markets prioritize long term value creation. The global economy now takes “resilience” rather than “growth” as its north star. This scenario is aligned with a 1.5°C trajectory.



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

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

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



As a result of this process, we identified six areas of our strategy that may incur risks and opportunities across all scenarios: workforce, supply chain and access to raw materials, data use and privacy, physical impacts, market outlook and competition, and innovation of products and services. During the scenarios workshop, IDEXX identified key interventions to improve strategic resilience for each of these areas. These insights and interventions have been reviewed by the Environmental Sustainability Steering Committee and incorporated into IDEXX’s enterprise risk management process in order to ensure strategic resilience.

Risk Management

- A. Describe the organization’s processes for identifying and assessing climate-related risks.
- B. Describe the organization’s processes for managing climate-related risks.
- C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.

Our executive leadership and Board of Directors are focused on effectively managing our strategic and business risks, including climate change-related risks. The process to identify and manage climate risk is integrated into our standard enterprise risk management program led by our Vice President (VP), Internal Audit and VP, Chief Corporate & Securities Counsel. We identify, monitor, assess, and communicate these risks to help inform our operating and investment decisions.

Metrics & Targets

- A. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.
- B. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.
- C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

As of 2022, IDEXX is setting a Scope 1 & 2 emissions reduction target in line with the UN Paris Agreement and the Science Based Targets Initiative’s pathway for limiting warming to 1.5°C. **IDEXX is targeting a 37.8% reduction in Scope 1 & 2 emissions by 2030, using a 2021 baseline.** IDEXX has completed three years of GHG emissions footprinting:

Year	2019	2020	2021
Scope 1, MT CO2e	17,345	13,499	16,646
Scope 2, MT CO2e	19,807	16,587	17,381
Scope 1 & 2, Total MT CO2e	37,152	30,086	34,027

In addition to the Scope 1 & 2 emissions reduction target, we have set other environmental goals to reduce our impact and improve data collection and stakeholder engagement as outlined in our [ESG Goals and Commitments](#).



# Progress on Goals from 2020 Corporate Responsibility Report



## ESG General

●○○ In Development    ●●○ In Progress    ●●● Achieved

Undertake a third-party ESG materiality assessment	●●●	Achieved
Continue to strengthen ESG data management systems	●●●	Achieved and continuing

## Environment

Undertake a third-party carbon footprint assessment	●●●	Achieved
Further develop disclosure of climate-related risks in line with the recommendations of the Task Force on Climate-Related Financial Disclosures	●●○	In progress
Track energy and water usage at all IDEXX-owned facilities and industrial sites, and assess feasibility of tracking energy and water usage at 15% of IDEXX locations which are tenant-operated buildings and not currently covered in our data management systems	●●○	In progress
Develop a multi-year environmental sustainability strategy with science-based targets and goals for managing our environmental footprint	●●○	In progress
Strengthen global employee engagement and communication on environmental sustainability initiatives	●●○	In progress
We are committed to continuing our efforts to reduce the environmental impact of SNAP® tests. This includes initiatives designed to: <ul style="list-style-type: none"><li>Replace expanded polystyrene with insulation that is curbside recyclable</li><li>Develop more ambient shipping options for all major SNAP® tests, removing cold packs, reducing container size, and reducing shipping emissions</li></ul>	●●●	Achieved and continuing
Work with third-party auditing organizations to assess environmental performance and compliance with our Supplier Code of Conduct	●○○	In development
Work with our supply chain network to reduce carbon emissions. Current and upcoming projects in this area will reduce product movement, increase efficiency of shipping schedules, and improve our ability to forecast demand	●●○	In progress
Continue to advance green packaging solutions, such as ongoing testing for new cold-chain packaging options made from recycled or environmentally friendly materials that allow our customers to participate in convenient and sustainable disposal of product packaging	●●○	In progress



Progress on Goals from 2020 Corporate Responsibility Report

Social

Diversity, Equity & Inclusion (DEI)		
Shape, activate, and integrate DEI into global business practices	●●○	In progress
Launch a formal enterprise-wide DEI Education Program, including training for senior executives	●●●	Achieved
Build inclusive capability and competency and reduce bias in talent processes	●●○	In progress
Continue to partner with organizations aimed at advancing diversity in our communities, as well as in animal health, veterinary medicine, and STEM	●●●	Achieved and continuing
Expand our DEI communications across the organization and externally to increase awareness of our commitment and efforts	●●○	In progress
Employee Well-Being		
Continue to expand IDEXX well-being culture and programs through global representation on the Well-being Steering Committee and build a well-being champion network throughout our locations around the world	●●●	Achieved and continuing
Expand the Make It OK campaign to all IDEXX locations	●●●	Achieved and continuing
Continue to adapt in-person support services to virtual platforms and make IDEXX well-being programs more globally inclusive	●●●	Achieved and continuing
Focus on increasing program engagement for employees in all workplace locations across the company, especially those without regular access to a computer	●●○	In progress
Workplace Health & Safety		
Expand our safety incident management system to be accessible for all IDEXX locations and provide global managers and supervisors with dashboards that report trends from their departments’ incidents. Increasing engagement on safety incidents will help our employees be more proactive and potentially reduce injuries from occurring	●●●	Achieved and continuing

Strengthen our global communication channels to promote our safety culture and provide tools to our employees, such as continuing to convene EH&S town hall meetings with Operations managers and supervisors. These events streamline information distribution and create opportunities for employee feedback	●●●	Achieved and continuing
Continue positive trends of reduced recordable incidents, lost time, and restricted time from workplace incidents	●●●	Achieved and continuing
Community Impact		
Engage with global IDEXX locations to roll out new Corporate Responsibility Investment Policy	●●○	In Progress
Establish framework for tracking and communicating outcomes of investments and partnerships	●●●	Achieved and continuing
Launch Global Employee Match Emergency Response Program to support animals and people impacted by extreme climate events	●●●	Achieved and continuing
Implement system to track contributions to community organizations at IDEXX global locations	●●●	Achieved and continuing
Create volunteering opportunities for IDEXX veterinarians and veterinary technicians	●●●	Achieved and continuing
Increase employee engagement with community involvement and awareness of global partnerships	●●●	Achieved and continuing

Governance

Code of Ethics training and awareness remains a key strategic focus area, with particular emphasis on our managers to help them foster an ethical culture within their team – building on the IDEXX Leader’s Guide to Living Our Code of Ethics	●●●	Achieved and continuing
---	-----	-------------------------





Forward-Looking Statements

This Report contains “forward-looking statements” as that term is defined in the Private Securities Litigation Reform Act of 1995. These statements are based on management’s current expectations or forecasts of future events, are based on current estimates, projections, beliefs, and assumptions, and involve risks, uncertainties, and other important factors, which may cause results to differ materially from those set forth in the statements. Forward-looking statements can be identified by the use of words such as “expects,” “may,” “anticipates,” “intends,” “would,” “will,” “plans,” “believes,” “estimates,” “should,” “project,” and similar words and expressions and may include statements regarding goals. No forward-looking statement can be guaranteed, and actual results may differ materially from those described in these forward-looking statements. We undertake no obligation to, and expressly disclaim any obligation to, publicly update any forward-looking statement, whether as a result of new information, future events, or otherwise. Forward-looking statements should be evaluated together with the many risks and uncertainties that affect our business and operations, including, among other things, those mentioned in the risk factors and cautionary statements in our Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q, and other reports filed or furnished with the U.S. Securities and Exchange Commission.



IDEXX Laboratories, Inc.

One IDEXX Drive  
Westbrook, Maine 04092  
United States

1-207-556-0300  
1-800-548-6733

Fax: 1-207-556-4346