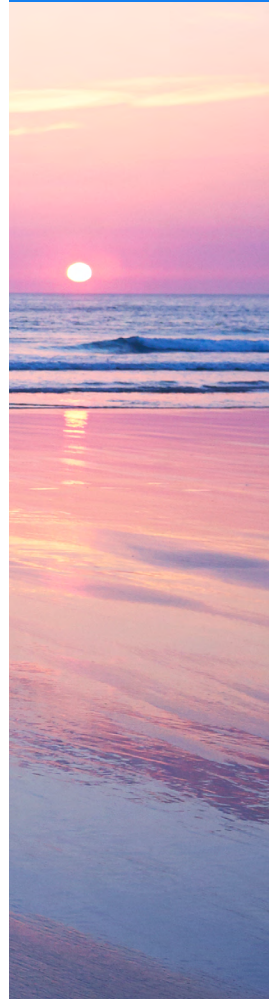




# 2022 Corporate Responsibility Report

**Purpose-Driven Progress**

Publication Date: July 25, 2023





<b>Introduction</b>	2
Letter to Our Stakeholders	3
Who We Are	5
Amplifying Our Global Impact	6
<b>ESG Overview</b>	7
IDEXX ESG Framework and Stakeholders	7
Oversight and Governance of Corporate Responsibility and ESG Matters	8
2022 Highlights	9
<b>The Care We Advance</b>	10
<b>The People We Support</b>	14
<b>The Planet We Share</b>	20
<b>Governance, Policies, and Systems Infrastructure</b>	24
<b>ESG Appendix</b>	31
Data Summary	32
Sustainability Accounting Standards Board (SASB) Index	34
Task Force on Climate-Related Financial Disclosures (TCFD) Index	37
Index of Policies, Commitments, and Disclosures	41
<b>Forward-Looking Statements</b>	42

Our 2022 Corporate Responsibility Report (2022 report) provides an update on the progress we have 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 those released by the [Sustainability Accounting Standards Board \(SASB\)](#) and the [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 information and data in this report is as of December 31, 2022, or for the period from January 1, 2022, to December 31, 2022, as applicable. In some instances, reported data may be estimates or rounded. All financial information is reported in U.S. dollars. We have also included select ESG information in our 2022 Annual Report on [Form 10-K](#) and our [2023 Proxy Statement](#), which are available on our corporate website at [www.idexx.com](http://www.idexx.com). For more information, 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.*

# Letter to Our Stakeholders

As IDEXX celebrates its 40th anniversary, I feel a deep sense of pride and gratitude for this journey we have embarked on together. We started as a small company with just five employees, working out of a modest office on the Portland, Maine, waterfront, and set out to make a meaningful impact on the lives of animals and the people who care for them.

From launching our very first product, FlockChek®, to expanding our product and service offerings with a focus on companion animal diagnostics and software solutions, IDEXX has consistently demonstrated itself as a Purpose-driven company with a steadfast dedication to enhancing the health and well-being of pets, people, and livestock around the world.

Today, as IDEXX has grown to include nearly 11,000 employees and customers in 175 countries and territories, we continue to fulfill our Purpose by advancing care for people and animals, protecting the planet, supporting our colleagues, and contributing to the communities where we live and work.

Our ESG efforts are an integral part of our vision and business strategy, and we have made meaningful progress toward the ESG goals released in our 2021 Corporate Responsibility report. The 2022 report communicates our ESG framework, which aligns our ESG goals, commitments, and initiatives with our long-term business strategy and Purpose. I'm pleased to share these highlights from our progress since January 2022.

1.\$255 million includes ~\$80 million in discrete R&D investments in 2022

2.Impact metric relies on data provided by partner organizations

3.Global social initiatives include recommended grants from the IDEXX Foundation and contributions from corporate lines of business

## The Care We Advance

IDEXX is committed to bringing clarity to a complex world through diagnostic and software solutions. This year, we've prioritized solving veterinary practices' most pressing needs and focusing on innovation to drive meaningful improvements in animal, human, and environmental health by:

- + Investing \$255 million in research and development<sup>1</sup>
- + Releasing eight new product, service, and software solution enhancements across IDEXX modalities, including expanded Fecal Dx® antigen testing to include flea tapeworm antigen testing and new markers for the IDEXX 4Dx® Plus Test, enabling veterinarians to provide timely treatment to more infected pets that may be asymptomatic, improving the pets' prognosis
- + Engaging over 20,000 students at 45 veterinary schools in the IDEXX University Program
- + Donating over 25,000 SNAP® tests for disaster response, education, and community outreach
- + Supporting underserved communities with access to care for over 380,000 animals through global social initiatives<sup>2,3</sup>

In 2022, we also undertook a first-of-its-kind empirical study to analyze the way in which clinics deploy different strategies amidst increasingly challenging conditions. IDEXX released the results in the publication *Finding the Time: Empowering Veterinary Teams to Get the Most Out of Every Day*, providing the veterinary industry with data-driven insights and innovative solutions to generate additional capacity and ultimately support a happier, healthier veterinary team.

*Continues on next page* ▶



## The People We Support

Our employees are our most valuable asset. Throughout 2022, we launched a new recognition program to spotlight their exceptional work, celebrate milestones, and drive engagement. We implemented programs to enhance retention, productivity, and compensation for our frontline employees. We also promoted a culture of giving back through our global volunteering and giving campaign with the introduction of a new global volunteering platform expanding volunteer and contribution opportunities. IDEXX employees collectively logged nearly 14,000 hours<sup>4</sup> of volunteer work, demonstrating our shared dedication to positively impacting communities.

In 2022, we hired a new Head of Diversity, Equity, and Inclusion (DEI) to lead and coordinate the continued advancement of our DEI priorities, completed our 2022 pay equity assessment,<sup>5</sup> and introduced expanded mental health benefits for all U.S. employees and their families—efforts we believe will make IDEXX an even better place to work for years to come.

## The Planet We Share

We take our responsibility to protect the planet seriously and are committed to reducing our environmental footprint. That is why the 2022 report also includes the first outline of IDEXX's greenhouse gas (GHG) emissions reduction strategy, including key long-term projects that will help us reach our goals and the concrete steps we are taking to achieve them.

Our primary climate goal is to reduce absolute GHG emissions in our direct operations by 37.8% by 2030, which aligns with the 1.5°C warming pathway and includes achieving 100% renewable electricity by 2030.<sup>6</sup> Our GHG emissions intensity decreased compared to 2021, marking a positive step toward significant reductions expected in the coming years, despite a net increase in FY22 due to business growth, expansion, and increased employee presence in our offices. In 2022, IDEXX also initiated long-term programs to achieve our 2030 target, such as evaluating virtual power purchase agreement (VPPA) options to increase renewable electricity

4. Self-reported volunteer hours from global employees through One IDEXX powered by Benevity

5. 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

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

7. The IDEXX Foundation is a donor-advised fund administered by a national donor advised fund sponsoring program

capacity in the United States and advancing the transition of our global vehicle fleet to hybrid and electric models.

We continued our progress towards sustainable packaging by transitioning to more environmentally friendly insulated packaging when shipping cold consumables in Europe. This solution complements our sustainable packaging initiatives in Australia and North America. In aggregate, we estimate that we will avoid using over 500,000 pounds of polystyrene foam across our global operations annually by using sustainable packaging.

Our global community impact initiatives are funded through IDEXX corporate philanthropy and the IDEXX Foundation.<sup>7</sup> Since its inception in 2020, the IDEXX Foundation has supported 60 grants in 20+ countries. In all our community impact initiatives, we prioritize the projects aligned with our ESG framework and Purpose.

I want to thank our employees, customers, and shareholders for their continued support over this 40-year journey. While we recognize that there is still much work ahead, we are proud of our progress in advancing our ESG commitments over the past year and remain committed to working collaboratively with our stakeholders toward a more sustainable and equitable future.

Sincerely,

**Jay Mazelsky**

President and CEO, IDEXX



# Who We Are

At IDEXX, we are driven by our Purpose to innovate and enhance health and well-being on a global scale. Headquartered in Maine, IDEXX employs nearly 11,000 people on six continents and offers solutions and products to customers in more than 175 countries and territories.

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.

## 2022 IDEXX Highlights

**10,780** Total Global Employees  
in 31 countries and 115+ locations

**\$3.37 billion**  
(91% Revenue from Companion  
Animal Group business) Company Revenue

**\$255 million<sup>1</sup>** in Research & Development

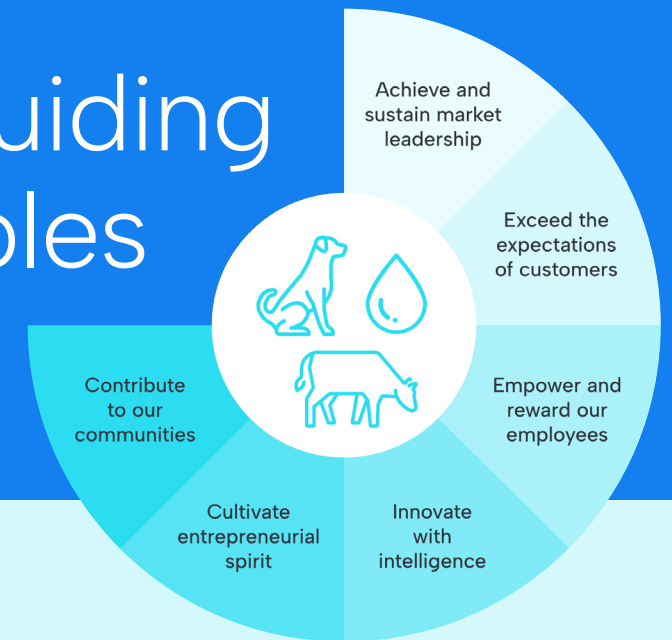
**175+** Countries and territories where  
products and services are sold

<sup>1</sup>.\$255 million includes ~\$80 million in discrete R&D investments in 2022

## Our Purpose

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

## Our 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 software products and services for the companion animal veterinary industry, including in-clinic diagnostic solutions, reference laboratory services, and veterinary software and services. We believe that the breadth, quality, and integration of our complete CAG diagnostic and software product and service offering give our customers the tools and services to offer advanced medical care to their pet patients, improve staff efficiency, and build financially healthy veterinary practices.

### 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 over 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*.

### 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 10 years, over 1.1 billion IDEXX livestock diagnostic tests have been sold around the globe.

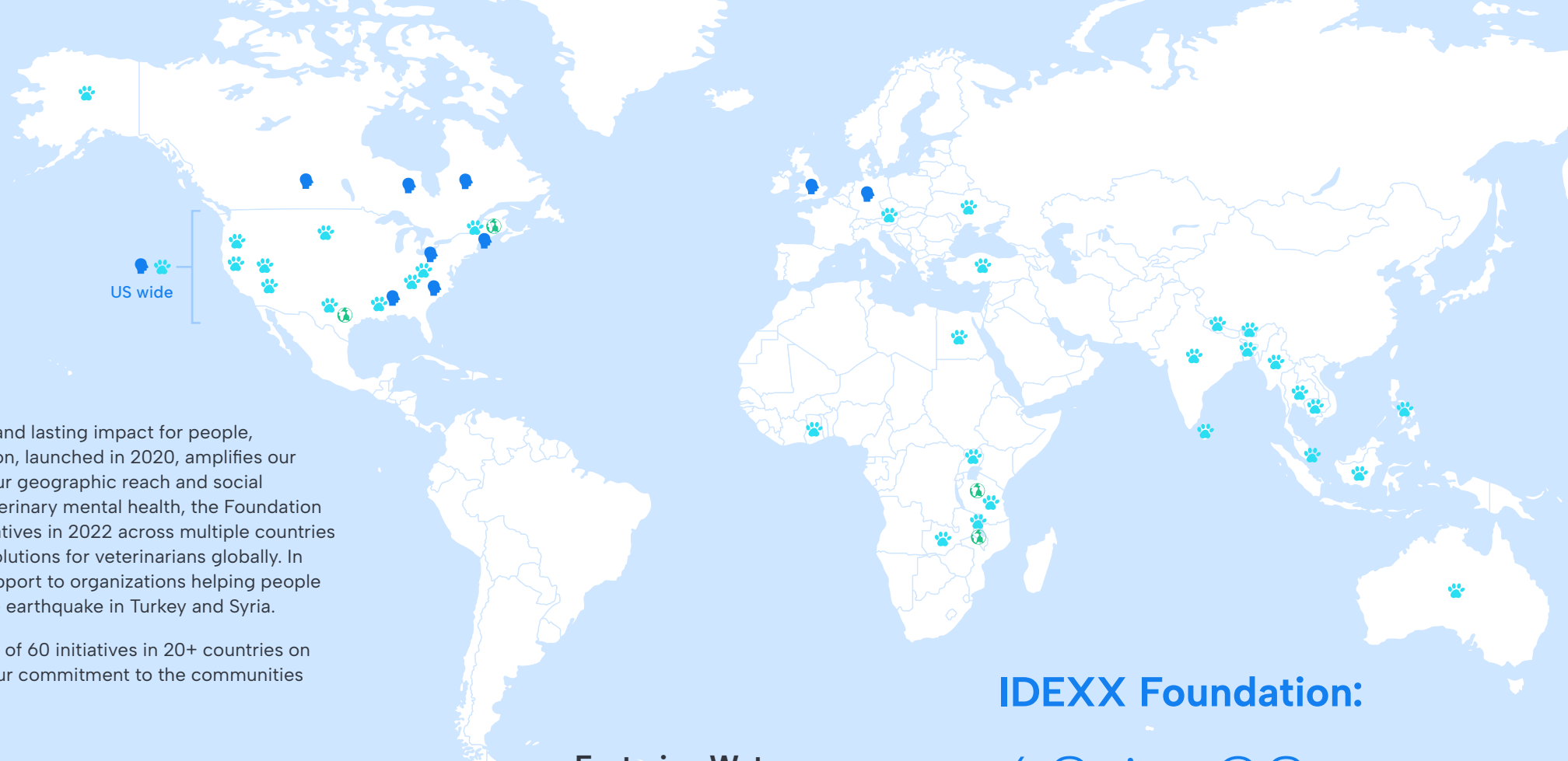
### OPTI Medical Systems

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 across the globe, OPTI analyzers combine accuracy with convenience and clinical flexibility to support time-critical diagnostic testing.


# Amplifying Our Global Impact


At IDEXX, we are committed to creating a positive and lasting impact for people, animals, and the environment. The IDEXX Foundation, launched in 2020, amplifies our ongoing local partnerships while also broadening our geographic reach and social impact. Demonstrating IDEXX's commitment to veterinary mental health, the Foundation expanded support for veterinary mental health initiatives in 2022 across multiple countries with an aim to advance sustainable mental health solutions for veterinarians globally. In 2022 and 2023, the IDEXX Foundation provided support to organizations helping people and animals impacted by the war in Ukraine and the earthquake in Turkey and Syria.

These initiatives expand our global impact to a total of 60 initiatives in 20+ countries on four continents, while diversifying and deepening our commitment to the communities where we live and work across three focus areas.



 **Caring for Our Companions**

 **Creating Opportunities for the Diverse Leaders of Tomorrow**

 **Fostering Water Access, Climate Adoption, and Food Sustainability Solutions**

**IDEXX Foundation:**

60 in 20+ countries

**Total initiatives since inception**

*Learn more in this report about noteworthy 2022 initiatives in each of our three focus areas. In this report, we use the icons to the left to identify the focus area in which each described initiative falls.*

Note: Map icons are for illustrative purposes and therefore not an exact representation of location and number of initiatives



# IDEXX ESG Framework and Stakeholders

During 2022 we developed a framework to align our ESG goals, commitments, and initiatives with our long-term business strategy and Purpose. This framework was informed by viewing our stakeholders' perspectives from our first ESG materiality assessment (which was conducted in 2021 with the support of a third-party expert) through the lens of our long-term business strategy and Purpose. The end result: three key pillars focused on the environmental and social topics most material to our stakeholders and business, underpinned by strong governance, policies, and systems infrastructure. We are leveraging this framework to focus and prioritize our ESG goals, commitments, and initiatives.



## The Care We Advance

- + Innovation to Advance Global Standards of Care
- + Innovation to Support Veterinary Teams' Capacity & Well-being
- + Access to Improve Animal, Human & Environmental Health
- + Product Quality & Safety

## The People We Support

- + Talent & Culture
- + Diversity, Equity & Inclusion
- + Health, Safety & Well-being
- + Responsible Supply Chain & Human Rights

## The Planet We Share

- + Climate Adaptation & Resiliency
- + Circular Economy & Product Stewardship
- + Sustainable Packaging
- + Responsible Internal Waste & Water Use

## Governance, Policies, and Systems Infrastructure

- + View the following page to learn how our Board oversees the overall strategy and management of material ESG risks and opportunities with the support of our Board committees
- + [View the Governance section](#) to see how our policies and practices seek to promote sustainable and compliant growth aligned with our Purpose and commitment to conduct business with the highest ethical standards
- + In 2022, IDEXX procured and initiated implementation of an ESG data management software solution, which will support the efficiency and governance of ESG-related data for enhanced decision-making, improved collaboration, and transparency with all stakeholders. For more information, see [The Planet We Share](#)



Our ESG goals, commitments, and initiatives support the 17 United Nations Sustainable Development Goals (SDGs), and our ESG priorities are aligned to focus on the ten SDGs we can most uniquely impact:





# Oversight and Governance of Corporate Responsibility and ESG Matters

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 and working groups.

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 and Executive Vice President of Strategy, Sector Development and Global Operations.

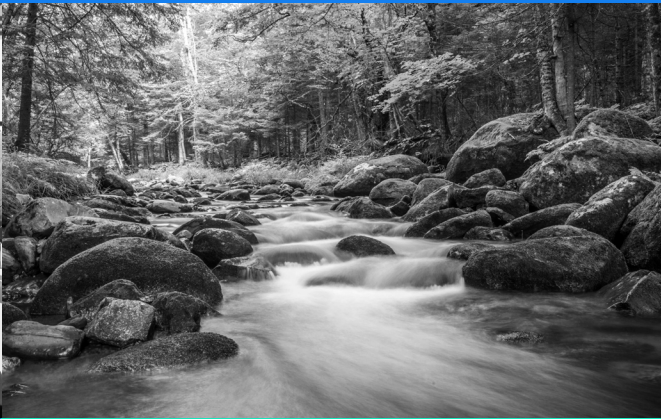
Environmental sustainability is overseen by our Environmental Sustainability Steering Committee. This committee is comprised of representatives from Operations, Supply Chain, Legal, Technology, Research & Development, and key business functions. Our ESG Working Group manages and executes our ESG priorities and includes representatives from Corporate Responsibility, Operations, Supply Chain, Human Resources, Legal, Finance, Investor Relations and Communications. These groups periodically engage with external stakeholders on ESG initiatives.

Our full Board oversees our overall strategy and management of potential material ESG risks and opportunities with the support of our Board committees as indicated in the table below.

Audit Committee	Compensation and Talent Committee	Governance and Corporate Responsibility Committee
<ul style="list-style-type: none"> <li>+ Reviews controls and procedures for disclosures relating to ESG matters</li> <li>+ Reviews disclosures in Annual Reports on Form 10-K and other periodic reports</li> </ul>	<ul style="list-style-type: none"> <li>+ Oversees key human capital and talent strategies and polices and management of material human capital and talent risks and opportunities, including regarding:               <ul style="list-style-type: none"> <li>- Diversity, equity, and inclusion</li> <li>- Pay equity</li> <li>- Employee engagement</li> <li>- Talent recruitment, development, and retention</li> </ul> </li> <li>+ Reviews executive compensation and human capital disclosures in proxy statements and Annual Reports on Form 10-K</li> </ul>	<ul style="list-style-type: none"> <li>+ Oversees environmental/sustainability and social matters (other than human capital and talent), such as:               <ul style="list-style-type: none"> <li>- Climate change and sustainability</li> <li>- Supply chain and human rights</li> <li>- Community and government relations</li> <li>- Charitable and political contributions</li> </ul> </li> <li>+ Reviews significant ESG disclosures not addressed by other Board committees</li> <li>+ Advises and makes recommendations to the Board with respect to corporate governance matters, such as Board composition, organization, function, membership, and performance; Board committee membership and structure; and our Corporate Governance Guidelines</li> </ul>



# 2022 Highlights



## The Care We Advance

- + Released eight new product, service, and software solution enhancements across IDEXX modalities, including expanded Fecal Dx® antigen testing to include flea tapeworm antigen testing and new markers for the IDEXX 4Dx® Plus Test enabling veterinarians to provide timely treatment to more infected pets that may be asymptomatic, improving the pets' prognosis
- + Supported veterinary mental health and well-being in the United States, United Kingdom, and Germany through initiatives supported by the IDEXX Foundation

## The People We Support

- + Hired a new Head of Diversity, Equity, and Inclusion
- + Initiated a human rights risk assessment of our business and portions of our supply chain, which is anticipated to be completed in 2023
- + Maintained gender balance with 49% of global management roles held by women
- + Supported women in STEM at IDEXX, with 59% of STEM roles held by women
- + Logged over 60,000 hours of learning and development

## The Planet We Share

- + Progressed long-term initiatives, including:
  - + Advanced renewable electricity procurement programs in North America and Europe,
  - + Advanced the transition of our company-owned vehicles to hybrid and electric models, and
  - + Conducted audits at our largest facilities to identify energy efficiency opportunities
- + Transitioned to environmentally friendly insulated packaging for European cold consumables shipments, avoiding more than 190,000 pounds (estimated) of polystyrene foam per year in Europe, complementing ongoing sustainable packaging initiatives in Australia and North America

## Governance, Policies, and Systems Infrastructure

- + Developed an ESG framework that aligns our ESG goals, commitments, and initiatives with our long-term business strategy and Purpose
- + Procured and initiated implementation of an ESG data management software solution in 2022
- + Adopted a Global Policy on Corporate Social Initiative Support and Community Engagement that formalizes practices and procedures applicable to charitable contributions, donations, or other activity in support of social initiatives or community engagement



# The Care We Advance

IDEXX brings clarity to a complex world through innovative diagnostic and software solutions. We focus on scientific innovation to ensure longer, fuller lives for pets, drive meaningful improvements in animal, human, and environmental health, and foster thriving communities where the human-animal bond can flourish.



## Innovation to Advance Global Standards of Care

### HIGHLIGHTS

- + Invested \$255 million in research and development<sup>1</sup>
- + Released eight new product, service, and software solution enhancements
- + Achieved 99% product availability and on-time delivery<sup>9</sup>
- + Engaged over 20,000 students at 45 veterinary schools in the IDEXX University Program
- + Provided the equivalent of \$3.6 million in continuing education credit offerings with the IDEXX Learning Center



## Innovation to Support Veterinary Teams' Capacity & Well-being

**Goal: Expand access to mental health and well-being support for veterinary students and veterinary professionals around the world through our global social initiatives<sup>3,8</sup>**

- + Revealed opportunities to increase veterinary practice productivity while maintaining quality of care with groundbreaking *Finding the Time: Empowering Veterinary Teams to Get the Most Out of Every Day* study
- + Enhanced VetConnect® PLUS mobile app to provide on-the-go veterinary professionals with patient information they need in the palm of their hand
- + Supported veterinary mental health and well-being in the United States, United Kingdom, and Germany through 4 initiatives supported by the IDEXX Foundation



## Access to Improve Animal, Human & Environmental Health

**Goal: Expand access to care for >500,000 animals in underserved communities by 2025 through our global social initiatives<sup>3,8</sup>**

- + Donated over 25,000 SNAP® tests for disaster response, education, and community outreach
- + Supported underserved communities with access to care for over 380,000 animals through global social initiatives<sup>2,3</sup>



## Product Quality & Safety

- + Conducted our operations at our headquarters in Maine within an Integrated Management System, which encompasses our Quality Assurance program, to help ensure compliance with applicable regulations, product safety requirements and standards, and customer requirements
- + Maintained ISO certification at 100% of IDEXX worldwide manufacturing facilities, with ISO 9001 quality standard certification in Westbrook, Maine; Memphis, Tennessee; and the Netherlands, Switzerland, France, and the United Kingdom

1.\$255 million includes ~\$80 million in discrete R&D investments in 2022  
 2.Impact metric relies on data provided by partner organizations  
 3.Global social initiatives include recommended grants from the IDEXX Foundation and contributions from corporate lines of business  
 8.Goal as stated in our 2021 Corporate Responsibility Report  
 9.CAG line of business, excluding lab client supplies



## THE CARE WE ADVANCE

# Initiatives to Further Our Impact

Discover how IDEXX continued to drive change in 2022 through targeted initiatives and measurable impact on the care we advance.

## Innovation to Advance Global Standards of Care

### Products that Advance Standards of Care

In 2022, we provided 99% product availability and on-time delivery.<sup>9</sup> We released eight new product, service, and software solution enhancements across IDEXX modalities to advance global standards of care, including the following products:

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

Expanded in 2022 to detect flea tapeworm, in addition to hookworm, roundworm, and whipworm. With this addition, this test detects up to five times more of these common intestinal parasites—earlier than fecal flotation alone—and provides veterinarians with valuable insights as part of annual wellness tests and preventive care protocols.

#### Detecting Infections with IDEXX 4Dx<sup>®</sup> Plus Test

Added new markers in 2022 that detect antibodies for *Anaplasma* acute infections earlier, detecting up to 30% more positives with increased sensitivity, and extended room temperature storage that will help staff to save time. These enhancements enable veterinarians to provide timely treatment to more infected pets that may be asymptomatic, improving the pets' prognosis.

#### R&D in Dairy Sustainability

Developed the MilQ-ID<sup>™</sup> Test, providing comprehensive, fast, and customized identification of organisms that cause painful mastitis infections in dairy cattle. This specific identification approach allows for targeted treatment or management protocols providing the opportunity to reduce the use of broad-spectrum antibiotics.

### Inspiring Ongoing Global Learning and Discovery

To empower the next generation of veterinary professionals with valuable knowledge and practical experience throughout 2022, we engaged over 20,000 students at 45 veterinary schools in the IDEXX University Program.

#### Collaboration for Continued Education

Through the IDEXX Learning Center, we support continued education among the up-and-coming veterinary community. In 2022, close to 42,500 users across 135 countries engaged with Learning Center content more than 163,000 times with a healthy 82% completion rate. We also awarded more than 90,500 continuing education (CE) credits free of charge, valued at \$3.6 million based on similar CE offerings.

#### Supporting High-Level Medicine with Springboard

IDEXX recruited and enrolled the first class of veterinary house officers/residents to participate in an open pilot program for the advanced study of didactic topics, including physiology/pathophysiology, imaging, and clinical and anatomic pathology, to support practicing progressive high-level medicine.

<sup>9</sup>CAG line of business, excluding lab client supplies

# Innovation to Support Veterinary Teams' Capacity & Well-being

## Innovation to Extend Capacity, Save Time, and Improve the Quality of Care

### [Finding the Time: Empowering Veterinary Teams to Get the Most Out of Every Day](#)

With sustained demand for veterinary care outpacing current practice models and exacerbated by the COVID-19 pandemic, veterinary professionals are under significant strain. As a thought leader in the industry, IDEXX conducted a comprehensive empirical study to identify and quantify innovative strategies deployed by practices to extend capacity and save time, culminating in the publication *Finding the Time: Empowering Veterinary Teams to Get the Most Out of Every Day*. In the publication, we introduced the veterinary Practice Productivity Index™, a data-driven framework and collection of guides to help practices transform productivity across the dimensions of workflow, technology, and culture while maintaining the quality of care and supporting happier, healthier veterinary teams. Depending on where a practice sits on the Practice Productivity Index™, our study reveals opportunities to find up to 2,000 hours per year—the equivalent of adding one full-time veterinarian.

### [VetConnect PLUS Mobile App with Advanced Features](#)

The enhanced VetConnect® PLUS mobile app provides on-the-go veterinary professionals with patient information they need in the palm of their hand. Advanced features include streamlined case management, easier-to-read reports, and more intuitive navigation—all available in multiple languages—allowing our customers to spend less time searching for information and more time with patients.

### [VetConnect PLUS Software with IDEXX DecisionIQ](#)

IDEXX's VetConnect® PLUS software enables veterinarians to access, analyze, and share patients' diagnostic results from all IDEXX diagnostic modalities. Recently enhanced with IDEXX DecisionIQ™ to deliver next-step considerations alongside results, helping veterinarians make informed clinical decisions with confidence. IDEXX DecisionIQ currently supports clinical decision-making for vector-borne disease infections, chronic kidney disease, and endocrine conditions.

## Prioritizing Mental Health and Ensuring Well-being

### Making Space for Wellness

As part of IDEXX activities aligned with Mental Health Awareness Month, in May 2023 the company provided funding for the Maine Veterinary Medical Center (MVMC) to renovate a room dedicated to promoting the staff's wellness. Compassion fatigue is prevalent in the veterinary industry, and this is a simple way to support healthcare teams.



### Supporting Veterinary Mental Health in Germany with Vetivolution

With a grant to Vetivolution, Germany's first veterinary mental health organization, the IDEXX Foundation helped fund the development of tools, materials, and Germany's inaugural podcast addressing mental health in veterinary medicine. Additionally, grant funding enabled the establishment of 15 total support groups, meeting the demand for supervised therapy and providing preventative mental health care to veterinary medicine students, surgeons, and technicians of all ages, genders, and subfields.



### Providing Veterinary Students with Mental Health Resources

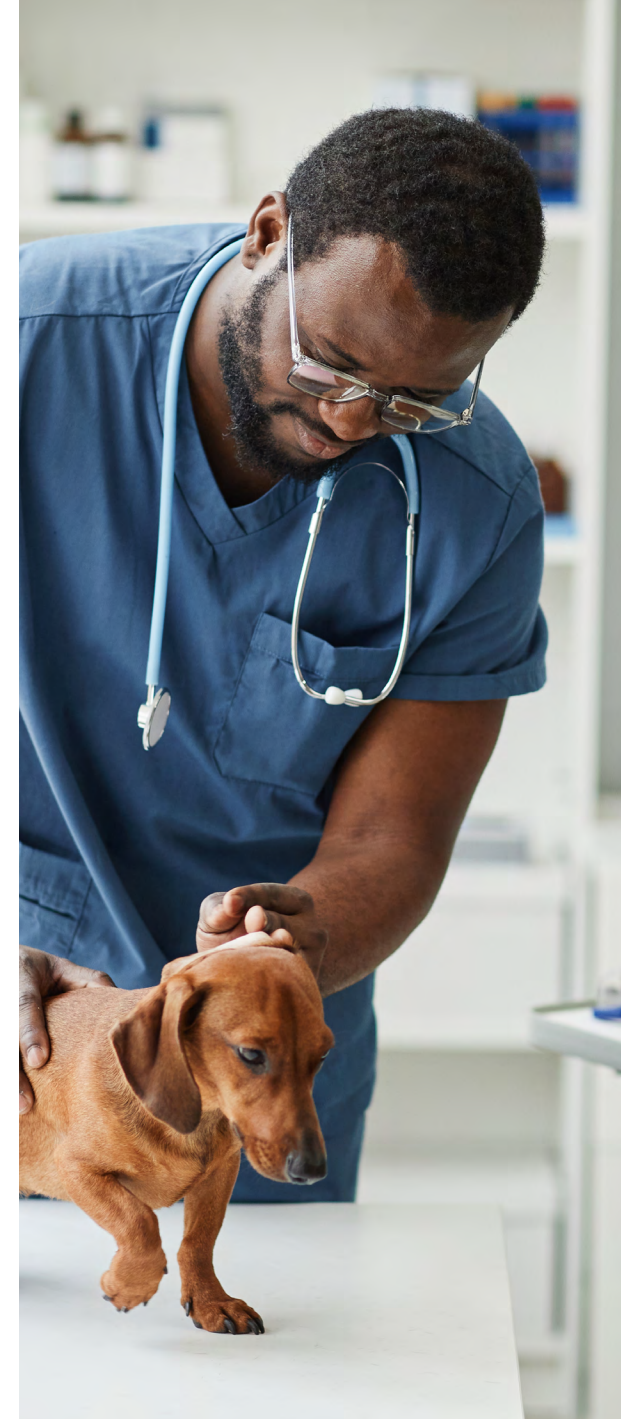
IDEXX Foundation grants provided funding to Tuskegee University College of Veterinary Medicine (TUCVM) to support the hiring of an on-site mental health professional and the development of a mental health curriculum.

The Foundation is also supporting a three-year initiative with the University of Tennessee College of Veterinary Medicine to serve the wellness needs of veterinary students and create resources to support their mental health.



### Funding the Royal Veterinary College Animal Care Trust Mental Health Study

The IDEXX Foundation is funding a two-year study by the Royal Veterinary College on mental health challenges in the veterinary nursing profession, with a focus on the holistic impacts on teams.



## Access to Improve Animal, Human & Environmental Health

We continued working to expand access to care for animals through global social initiatives in 2022.<sup>2</sup> IDEXX donated over 25,000 SNAP® tests for disaster response, education, and community outreach.

Through our global social initiatives in 2022,<sup>2,3</sup> we supported underserved communities with access to care for over 380,000 animals.

### Expanding Access to Health Care in Remote and Emergency Settings

#### “Lab in a Box” Technology Expands Access to Water Testing

The IDEXX Tecta® system’s “Lab in a Box” technology expands access to rapid water monitoring, enabling better contamination monitoring in remote areas and supporting the provision of safe water in communities worldwide. The technology’s potential for on-site testing can also reduce emissions associated with transporting water samples from remote areas to traditional testing laboratories.

#### Disaster and Emergency Relief

IDEXX Water donated water testing supplies in response to the 2023 earthquake in Turkey and Syria. We worked with our local partners and the Turkish government to create a plan to equip new drinking water labs, assisting the millions of people affected by the earthquake. This donation will help restore water safety and prevent the spread of water-borne diseases in the affected areas.

OPTI Medical supported relief efforts in Ukraine by donating point-of-care diagnostic supplies to the Khmelnytsky City Children’s Hospital in Ukraine. This donation supported the hospital’s continued ability to conduct blood gas and electrolyte testing, which was crucial to meet the increased patient care demands. The impacts of these product donations were amplified by financial contributions from our employees and the IDEXX Foundation to help animals and people affected by the earthquake and the war.

2. Impact metric relies on data provided by partner organizations

3. Global social initiatives include recommended grants from the IDEXX Foundation and contributions from corporate lines of business

### Partnering on Care and Education



Photo: Mission Rabies

#### Supporting Care and Education with Worldwide Veterinary Services (WVS) and Mission Rabies

The IDEXX Foundation funded WVS and Mission Rabies’ efforts, providing over 366,000 animals with access to care and reaching more than 80 veterinary students and nearly 64,000 veterinarians through in-person and online education.

### Championing One Health

IDEXX supports underserved communities with health clinics and education through the UC Davis The Knights Landing One Health Project and provides animal and human health programming for low-income and homeless families through the WisCares program. We also sponsor the Endowed IDEXX Chair at Ontario Veterinary College.

### IDEXX Water and the IDEXX Water Academy

Nearly 5,000 water professionals across the globe have registered for close to 15,000 e-learning courses with the IDEXX Water Academy since it launched in 2020. Additionally, IDEXX Water conducted nearly 50 webinars that were attended by over 14,000 people worldwide in 2022.

## Product Quality & Safety

We ensure that all IDEXX products meet required safety regulations, standards, and directives for the global markets. Our approach to product quality and assurance is supported by:

### Compliance, Product Quality and Availability, and Customer Satisfaction

We use quality management systems to track and improve performance across our facilities. At our headquarters in Maine, we use an Integrated Management System (IMS), which encompasses our Quality Assurance program, to help ensure compliance with applicable regulations, product safety requirements and standards, and customer requirements. This IMS includes strict manufacturing processes and procedures, employee training, ongoing process improvement, product quality risk management procedures, incident investigation and corrective action procedures, and internal and third-party auditing.

Our manufacturing and distribution facilities in Westbrook, Maine; Memphis, Tennessee; and the Netherlands, Switzerland, France and the United Kingdom are certified to the ISO 9001 quality standard, and certain of our other facilities are certified to the environmental (ISO 14001) and testing and calibration laboratory (ISO 17025) quality standards. ISO quality standards are internationally recognized manufacturing standards established by the International Organization of Standardization, which are audited and certified by third-party auditors in addition to our internal self-audits.

### Training for Quality Control

IDEXX aims to operate at the highest quality standards in accordance with best business practices, and our products are subject to rigorous review and testing. All employees at our headquarters in Maine are trained on our IMS as part of onboarding. The training is designed to make employees aware of the IMS and their role in ensuring quality at all stages of our work, from new product design and manufacturing to transportation and distribution.



# The People We Support

As our industry evolves, IDEXX strives to foster a collaborative and inclusive workplace that empowers employees to develop and grow, embrace their unique perspectives, and find purpose and fulfillment in all they do.



## Talent & Culture

**Goal: Increase annual global employee volunteering to 15,000 hours by 2025<sup>8</sup>**

### HIGHLIGHTS

- + Logged over 60,000 hours of learning and development
- + Expanded career progression programs for frontline employees
- + Logged nearly 14,000 employee volunteer hours,<sup>4</sup> encouraged and supported by IDEXX's first global volunteering campaign and the introduction of a new system for capturing volunteer hours globally



## Diversity, Equity & Inclusion

**Goal: Increase representation of underrepresented groups<sup>10</sup> in U.S. management<sup>11</sup> to 33% by 2030<sup>8</sup>**

**Goal: Maintain gender balance<sup>12</sup> in global management,<sup>11</sup> which serves as a pipeline for global senior leaders,<sup>13</sup> and ensure programs are in place to support career advancement opportunities for women across the enterprise<sup>14,15</sup>**

**Goal: Continue to provide career opportunities for women in STEM roles globally<sup>8,15,16</sup>**

- + Hired a new Head of Diversity, Equity, and Inclusion
- + Completed our 2022 pay equity assessment, confirming our global pay practices are fair and equitable<sup>5</sup>
- + Logged 2,462 hours of DEI training, advancing our commitment to DEI learning
- + Scoped the parameters for a self-identification campaign to begin in 2023, a voluntary and global initiative to deepen our understanding of the data on our underrepresented communities



## Health, Safety & Well-being

- + Introduced expanded mental health benefits for all U.S. employees and their families
- + Strengthened our Make It OK campaign to reduce the stigma of mental illness



## Responsible Supply Chain & Human Rights

**Goal: Conduct human rights risk assessment in 2023<sup>8</sup>**

- + Initiated a human rights risk assessment of our business and portions of our supply chain, which is anticipated to be completed in 2023

4. Self-reported volunteer hours from global employees through One IDEXX powered by Benevity

5. 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

8. Goal as stated in our 2021 Corporate Responsibility Report

10. 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

11. Employees in people leadership roles (all levels)

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

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

14. Goal as stated in our 2021 Corporate Responsibility Report, with additional clarity added in our 2022 Corporate Responsibility Report

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

16. 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)

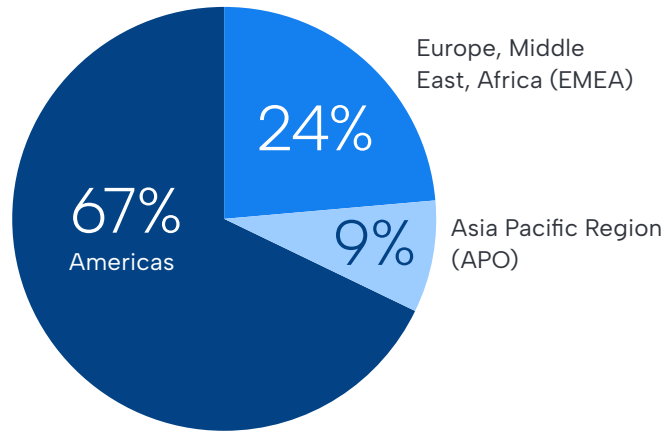
# IDEXX Employees around the Globe



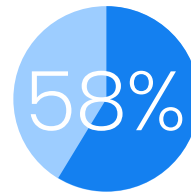
## Employees by Region

10,780

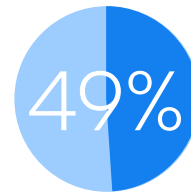
Total full- and part-time employees, approximate



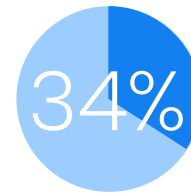
## Women at IDEXX<sup>15</sup>



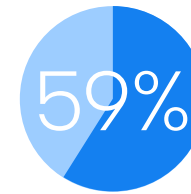
In global workforce



In global management<sup>11</sup>



In global senior leadership<sup>13</sup>



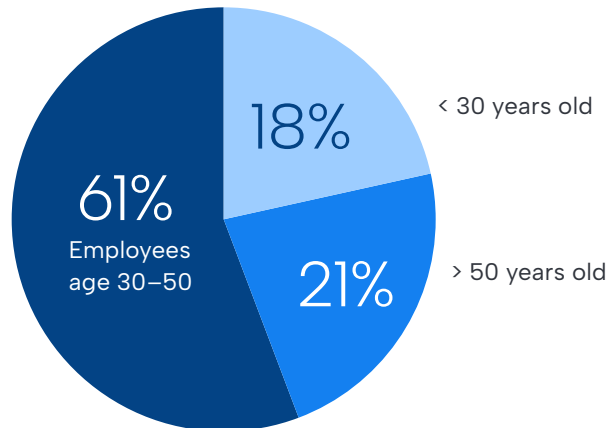
Of all STEM roles<sup>16</sup> held by women

## Global Employee Turnover

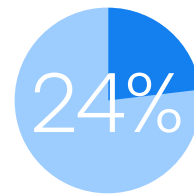
13%

Voluntary turnover rate

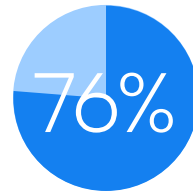
## Employees by Age



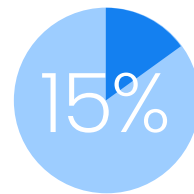
## U.S. Workforce Representation (November 2021 EEO-1 Survey Data)



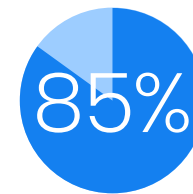
Underrepresented racial and ethnic groups<sup>17</sup>



White



Underrepresented racial and ethnic groups designated as Executive/Senior-Level Officials, First/Mid-Level Officials, and Managers roles<sup>17,18</sup>



White designated as Executive/Senior-Level Officials, First/Mid-Level Officials, and Managers roles<sup>18</sup>

<sup>11</sup>Employees in people leadership roles (all levels)

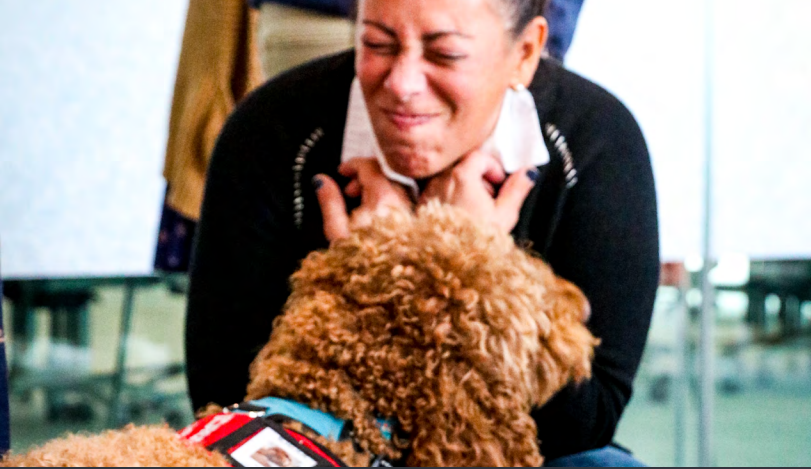
<sup>13</sup>Global Senior Leaders are employees in compensation grades considered Director or above

<sup>15</sup>Data regarding gender are based on self-identification by our global employees and use gender categories that align with U.S. government reporting requirements

<sup>16</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>The term 'underrepresented racial and ethnic groups' is defined as Black or African American, Asian, Hispanic or Latino, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, and two or more races

<sup>18</sup>Presented in federally mandated job categories as required by EEO-1



## THE PEOPLE WE SUPPORT

# Initiatives to Further Our Impact

See how IDEXX further enhanced employee development, well-being, and diversity and inclusion initiatives to promote a safe and supportive work environment throughout 2022.

4. Self-reported volunteer hours from global employees through One IDEXX powered by Benevity

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

16. 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)

19. For eligible employees as applicable by local guidelines

## Talent & Culture

### Driving Employee Engagement

#### Gathering Feedback and Engaging Employees

Approximately 84% of our employees responded to our 2022 global engagement survey, myVOICE, indicating a high level of response and engagement, and our favorable engagement rate was 79%. IDEXX utilizes employee feedback to identify future areas of focus to continuously improve employee engagement.

#### Spotlighting IDEXXers with Employee Recognition Program

To celebrate successes and milestones throughout the year and ensure everyone feels valued and supported, IDEXX launched an employee recognition program.

#### Supporting Flexible Work Arrangements

IDEXX continues to support employees taking advantage of remote and hybrid work arrangements, when possible, to be both productive at work and present for activities outside of work. At IDEXX, we approach this flexibility without broadly mandating which days employees should work from the office—but defer to our teams to balance flexibility with productivity.

IDEXX views flexibility as a key element in our approach to advance inclusivity and belonging, and we deploy multiple strategies to enable employees to apply it to their work. For example, our Remote Employee Community, an employee-led community, launched in early 2023 to ensure remote employees have an equitable experience, learn about professional development opportunities, and connect across our organization. For hybrid employees, IDEXX launched a global *Go Forward* approach in 2022 to standardize flexibility for hybrid employees globally.

#### Employee Volunteerism and Community Engagement

We provide paid volunteer time off annually<sup>19</sup> for eligible employees, enabling them to contribute to nearly 14,000 volunteer hours in 2022.<sup>4</sup> Our goal is to increase global volunteering hours annually to 15,000 by 2025, fostering personal growth and social connectedness. Through our One IDEXX platform, employees can contribute to fundraising campaigns, access a wide range of volunteer opportunities, and connect with over 2 million charitable organizations worldwide. This platform also facilitates cross-border team volunteering, fostering collaboration and social connectivity among remote and in-person employees.

#### Relieving Stress through the IDEXX Therapy Dog Program

The IDEXX Therapy Dog Program brings trained therapy dogs on-site to relieve employee stress and promote wellness, and trains IDEXX employees and their dogs to become certified therapy teams. From the program launch in October 2022 to the end of 2022, over 700 employees have been supported through therapy dog events in three countries, with IDEXX therapy dog teams contributing 150 hours to amplifying community impacts.

### Investing in Our Frontline Employees

#### Driving Career Advancement for Hourly Workers through the HEART Program

A program manager was hired to support IDEXX's Hourly Employee Advocacy, Recruitment, and Training (HEART) program, an initiative to develop hourly workers from Global Operations into other areas of the organization based on their interests, education, and experience. To date, the program has led to 16 graduates, 11 of whom transitioned to salaried roles.

#### Providing Opportunities for Frontline Workers

In 2022, we expanded career progression programs, such as career ladders and leadership development resources, to provide our frontline workforce with more defined paths to development and advancement. IDEXX remains committed to evaluating ways to improve our frontline employee experience in a highly competitive, post-pandemic environment and, in 2023, IDEXX committed to offering all frontline employees added flexibility around time off.

### Nurturing Growth and Excellence through Talent Development

#### Empowering Talent with Global Success Profiles

We created globally relevant success profiles for key roles and expanded our competency framework with global profiles by management level to support talent practices such as: objective

~30% of all promotions awarded at IDEXX were awarded to women<sup>15</sup> in STEM<sup>16</sup>



# Diversity, Equity & Inclusion

talent assessment for selection and development, goal setting and performance feedback through formal annual reviews, individual development planning and learning. All our permanent employees participate in annual formal performance reviews that are aligned with development planning.

## Making Education Assistance Accessible Worldwide

IDEXX began planning the transition to a new Global Education Assistance Program, which will launch for current U.S. participants in 2023 and be expanded globally in 2024 to modernize our approach to accessible education assistance, align talent priorities, and enable faster career progression.

## Learning with Purpose Across Our Business

IDEXX provides employees access to a variety of learning and development opportunities and resources to build the capabilities they need to succeed. We also offer a range of programs that enable our people leaders to hone their leadership skills. Our learning offerings are designed to support staff across the business—whether they are remote, hybrid, or in-person—and build the capabilities IDEXX needs to deliver on our Purpose.

Type of learning	2022 Hours
<i>DEI-related</i>	2,462
<i>Leadership-related</i>	8,326
<b>Total Learning &amp; Development</b>	<b>60,205</b>

## Our Academic Partnerships

We continued co-designing learning opportunities with The Roux Institute at Northeastern University to advance skill-based training and career development and support academic innovation and research. In 2022, 12 IDEXX employees enrolled in Roux’s academic degree and certificate programs, 70+ participated in custom learning seminars, and 250+ attended a Partner for Impact Speaker Series event.

20. Employees in compensation grades considered Senior Vice President or above

## DEI Strategy

Our DEI strategy and initiatives are aligned with driving our innovation, engagement, and overall business success. IDEXX has a global DEI strategy and roadmap, which is overseen and implemented by our Head of Diversity, Equity, and Inclusion. In addition, the Compensation and Talent Committee of our Board of Directors periodically reviews this strategy and progress against our roadmap.

## Commitment to DEI

Our aspiration 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 established our first DEI goals and are taking steps to fully integrate them into the enterprise.

## Sharing Accountability and Commitment

To integrate DEI priorities into our work enterprise wide, all senior executive leaders<sup>20</sup> and HR business partners have established goals in 2023, focused on DEI, that contribute to making progress on our enterprise ESG goals.

## Building Diverse Talent Pipelines

We believe that promoting DEI among our employees helps drive both innovation and a better understanding of our increasingly global customer base. We employ inclusive recruitment practices to source diverse candidates and mitigate potential bias. Our global recruiting team connects our sourcing strategies with diversified talent channels and adopts core competencies that focus on valuing differences, to attract candidates who will further enrich our culture with different backgrounds, ideas, and experiences.

## Maintaining Pay Equity

IDEXX remains committed to pay equity, making our compensation philosophy and pay ranges available to employees. We have numerous processes and practices in place globally to promote fair and consistent compensation that are administered to support pay equity, including annual formal performance reviews for all IDEXX employees that are aligned with career development. We are committed to

conducting regular global gender pay equity assessments—and our pay processes and practices are intended to prevent unexplained pay disparities and we are confident that they are effective in doing so. For more information about our practices supporting pay equity, visit Pay Equity at [www.idexx.com](http://www.idexx.com).

## DEI Programs and Initiatives

In 2022, IDEXX took action steps to enhance DEI fluency and accountability throughout our organization, foster a sense of belonging, and build a workforce that truly reflects the communities we serve. These steps included:

### Building Our Skills

IDEXX employees logged over 2,400 hours of DEI-related training, investing time and effort into developing leadership skills and creating more equitable and inclusive workplaces.

### Supporting Employee-Led Communities

In 2022, IDEXX expanded support for four employee-led communities (ELCs) engaged in supporting employees from diverse backgrounds. We committed to building a stronger sense of community by highlighting the work of these ELCs during company events, featuring talks and activities to connect employees with different perspectives. Each of the following communities now has two executive leaders, an HR business partner, and annual plans for internal/external engagement and budget support:



**Shades of IDEXX:** Celebrating diversity with the goal of pursuing true equality and sincere empathy for all individuals of all races and ethnicities at IDEXX



**Together:** Championing the advancement of women and female-identifying individuals



**PrideXX:** Creating a community for lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and more (LGBTQIA+) IDEXX employees and allies



**Professionals:** Supporting new IDEXXers and those new in role in networking and developing awareness of career resources available

# Health, Safety & Well-being

## Supporting LGBTQIA+ Employees

For the first time as part of a formal ceremony in 2022, we raised the Pride flag on the IDEXX World Campus to demonstrate support for the LGBTQIA+ community during Pride month. We also laid the groundwork for conducting a self-identification campaign in 2023, a voluntary initiative to deepen our understanding of the data on our underrepresented communities and enable us to better support all employees.

## Extending Our Family-Friendly Benefits

We successfully standardized parental leave of absence for all employees in the U.S. in 2021: six weeks of paid leave regardless of the path to parenthood, whether it is adoption or birth, for both primary and secondary caregivers. In 2022, we rolled out this standard in the Netherlands.

We also launched a global bereavement leave policy that allows employees to take paid time off to grieve the loss of a family member or pet.



### Advancing Education

Announced six veterinary students to receive full scholarships as part of our IDEXX Foundation initiative with the Tuskegee University College of Veterinary Medicine (TUCVM), which leads the U.S. in providing education to African American veterinarians.



## Championing Connections and Well-being

### Expanded Commitment to Positive Mental Health

In 2022, IDEXX continued fostering positive mental health in the workplace by collaborating with the Make It OK organization on a global campaign to reduce the stigma of mental illness at IDEXX. The program, available in 15 languages, equips employees with tools to openly discuss their mental health while providing support services and resources to create a mental health-friendly workplace. In addition, over 120 employees worldwide volunteered as Well-being Champions, actively inspiring and encouraging others to prioritize their health and stay connected.

IDEXX expanded mental health benefits for U.S. employees and families by launching Spring Health, a comprehensive mental health solution with one of the industry's most diverse provider networks. Our 2022 annual review revealed that over 90% of employees engaging in therapy experienced improvements in depression, nearly 80% experienced improvements in anxiety, and nearly 80% saw improvement in functional impairment.

### Engaging in Well-being Globally

In 2022, we expanded employee access to platforms that support their well-being by launching Noom nutrition in eight countries and maintaining access to Virgin Pulse globally. Both voluntary digital well-being platforms demonstrated positive health outcomes and have high satisfaction rates, with over three-quarters of users satisfied with their experience.

### Well-being Recognition

This year, IDEXX was recognized for providing industry-leading benefits that support employee health and well-being in the workplace.



**American Heart Association 2022**  
Gold Workplace Health Achievement Index



**Business Group on Health 2022**  
Best Employers: Excellence in Health and Well-being  
Best Employers: Excellence in Mental Health

## Upholding a Culture of Health and Safety

### Promoting a Safe Workplace

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 to implement health and safety processes at all our locations to improve employee safety, reduce workplace risks, and drive continuous improvement.

We have harmonized and streamlined global processes and programs, including a global safety incident management system across all IDEXX locations, allowing us to track all safety incidents and continuously refine and advance preventive measures and training. In 2022, IDEXX defined a global roadmap to further amplify safety programs, initiatives, and best practices that advance our culture of safety.

0.87

**Recordable Incident Rate (RIR) in 2022<sup>21,22</sup>**

0.21

**Lost Time Incident Rate (LTIR) in 2022<sup>22,23</sup>**

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

22. Safety records include employees and contract workers

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

# Responsible Supply Chain & Human Rights

## Engaging Suppliers in Our Goals and Values

IDEXX is committed to working with suppliers who align with our values and expectations. We have processes to evaluate supplier risk and are working toward engaging with a third-party auditing organization to advance our assessment program further, as well as exploring ways to reduce our environmental impact by engaging with our suppliers and logistics providers. We disclose these supplier expectations in the [IDEXX Supplier Resource Center](#) to ensure all our suppliers understand how they contribute to social and environmental goals.

## Supply Chain Transparency and Human Rights

Our ESG materiality assessment validated supply chain management and human rights as important issues to our stakeholders. In line with our ESG framework, 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 are currently conducting, and anticipate completing in 2023, a human rights risk assessment of our business activities and portions of our supply chain.

Our global regulatory team takes a holistic approach to monitoring the regulatory landscape and developing companywide 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 data across our supply chain to inform and enhance our decision-making and approach. We have also expanded our external engagement with cross-industry groups to further our understanding of broader industry impacts.

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

## Ensuring Supplier Quality Management

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





# The Planet We Share

In pursuit of the environmental goals established in our 2021 report, we have completed initiatives and started multiyear projects throughout 2022 to address GHG emissions, improve environmental data, and reduce plastic in our products and packaging, laying the groundwork for long-term impact reduction.



## Climate Adaptation & Resiliency

**Goal: Reduce our operational greenhouse gas (GHG) emissions (Scope 1 & 2) by 37.8% by 2030<sup>6,8</sup>**

**Goal: Source 100% renewable electricity by 2030<sup>8</sup>**

**Goal: Advance understanding of our Scope 3 GHG emissions<sup>8,24</sup>**

### HIGHLIGHTS

- + Advanced long-term initiatives aimed at meeting our 2030 targets:
  - + Advanced our renewable electricity procurement programs in North America and Europe
  - + Added electric and hybrid vehicles to our global company-owned fleet and expanded our European program to accelerate the transition to electric vehicles
  - + Conducted audits at our largest facilities to identify energy efficiency opportunities
- + Centralized GHG emissions data management as part of the implementation of an ESG data management software solution in 2022
- + Initiated a Supplier Engagement Pilot Program to advance a sustainable procurement process that includes supplier emissions transparency



## Circular Economy & Product Stewardship

**Goal: Integrate sustainability considerations as required criteria for new product development and design<sup>8</sup>**

- + IDEXX Service Operations repaired nearly 33,000 instruments globally, avoiding more than an estimated 65,000 instrument shipments and associated packaging materials through our Single Swap service strategy
- + Added sustainability requirements to several new product projects, with plans to require a review of stakeholder sustainability needs when new product projects are initiated starting in 2023



## Sustainable Packaging

**Goal: Reduce the amount of plastic and other material waste from current products and packaging<sup>8</sup>**

- + Transitioned to environmentally friendly insulated packaging for European cold consumables shipments, which we estimate will lead to the avoidance of more than 190,000 pounds of polystyrene form per year in Europe, complementing ongoing sustainable packaging initiatives in Australia and North America



## Responsible Internal Waste & Water Use

- + Continued developing global partnerships to manage our waste streams responsibly and reduce our impact
- + Transitioned to a new waste supplier in North America that focuses on sustainable disposal methods

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

8.Goal as stated in our 2021 Corporate Responsibility Report

24.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

## THE PLANET WE SHARE

# Greenhouse Gas Emissions Reduction Strategy

Our primary climate goal is to reduce our absolute GHG emissions in our direct operations by 37.8% by 2030.<sup>6</sup> This Scope 1 & 2 emissions reduction target is aligned to the 1.5°C warming pathway recommended by the Science-Based Targets initiative. This target includes a goal of 100% renewable electricity by 2030.

As expected, our GHG emissions increased from FY21 to FY22 due to business growth, expansion of our industrial footprint, and more employees returning to the office. Despite this, our GHG emissions intensity was down from 2021, as emissions increased at a lower rate than our growth in revenue and our global facilities' square footage. This is a first step towards more significant reductions that should be realized between now and 2030.

In 2022 we initiated several long-term programs aimed at achieving our 2030 target, including evaluating VPPA options that will add renewable electricity capacity in the United States, and transitioning our global vehicle fleet to hybrid and electric models.

## Climate Adaptation & Resiliency

### Reducing Scope 1 & 2 Emissions

**Sourcing 100% renewable electricity by 2030 will get us 70%–75% of the way to our GHG emissions target.** We plan to achieve this through only methods that have “additionality,” meaning they add new, clean electricity to the energy grid. In North America, we are currently reviewing options to sign a VPPA with a renewable energy developer, creating the demand and financial stability that will allow the project to be built.

In Europe, we are working with our utility providers to sign Green Supply Contracts that include attributable renewable electricity credits. We have already implemented these contracts for over 3,900 MWh accounting for approximately 49% of our EMEA electricity consumption, and plan to increase this to 100% in the coming years. Additionally, we have invested in rooftop solar arrays at some of our largest buildings in the United States, The Netherlands, and Australia.

**Transitioning company-owned vehicles to hybrid and electric models is planned to contribute 15%–25% towards our target.** Today, hybrid vehicles account for 17% of our global fleet. We plan to increase this number by providing hybrid vehicles to drivers in North America. Our European drivers are now being offered the option to switch to electric vehicles, including company-funded home charger installation. Our methodical approach includes driver profile analysis to ensure that range and charging infrastructure don't impede drivers' ability to successfully do their jobs.

**Making our buildings more energy efficient will account for 5%–10% of reductions needed to meet our target.** We conducted several site audits at our largest buildings and have several more audits planned in 2023. These audits will help us prioritize the most impactful projects targeting heating and cooling equipment and processes.

### Advancing Accuracy and Comprehensiveness of Scope 3 GHG Emissions Data<sup>24</sup>

**IDEXX took a significant step toward advancing our Scope 3 emissions calculations by procuring an ESG data management software solution in 2022.** This system will help us centralize and streamline GHG emissions data management, including Scope 3 data categories. Through automated data capture and visualized emissions results, we will be able to track emissions results across our business in real time, leading to enhanced decision-making and improved collaboration and transparency with all stakeholders.

While our efforts to ensure fully accurate and comprehensive Scope 3 footprint calculations are still in progress, we are making enhancements with the intention of lowering value chain emissions. We are currently implementing a shift from next-day shipping to 2-day shipping for all North American customers. This will greatly reduce our reliance on air freight, the most emissions-intensive mode of transportation. We are also working to optimize inventory, reduce scrap, and consolidate deliveries to minimize the environmental impacts of our logistics network. We plan to share more about the benefits of these initiatives in future communications.

**In addition, IDEXX initiated a Supplier Engagement Pilot Program to advance a sustainable procurement process that includes supplier emissions transparency.** This reinforces our commitment to environmental stewardship throughout our supply chain and fosters partnerships with suppliers who share our values and contribute to driving a positive environmental impact.

Metrics	2021	2022
Scope 1	16,646	16,135
Scope 2	17,381	18,014
<b>Scope 1 &amp; 2</b>	<b>34,027</b>	<b>34,149</b>
<b>Building Intensity (MT CO2e/1,000 square feet)</b>	11.32	11.00

<sup>6</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°C

<sup>24</sup>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

## Circular Economy & Product Stewardship

IDEXX optimizes materials and packaging, enhances efficiency, and minimizes the use of materials of concern at every stage of the product life cycle. We have also integrated sustainability requirements into new product projects and will implement a stakeholder sustainability review process for those starting in 2023.

### Expanding Regional Service Depots

Our instrument service team has 11 repair depots worldwide. In 2022, the team repaired nearly 11,000 instruments and equipment at eight regional depots locally outside of the U.S., while enabling almost a third of all repairs to be completed locally. Local instrument repair allows us to improve repair cycle times, reduce transportation emissions, and enhance product expertise and repair capabilities in all regions.

### Single Swap Service

In 2022, IDEXX Service Operations repaired nearly 33,000 instruments globally, avoiding close to 66,000 instrument shipments and associated packaging materials.

### Product Take Backs

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

Almost

11,000

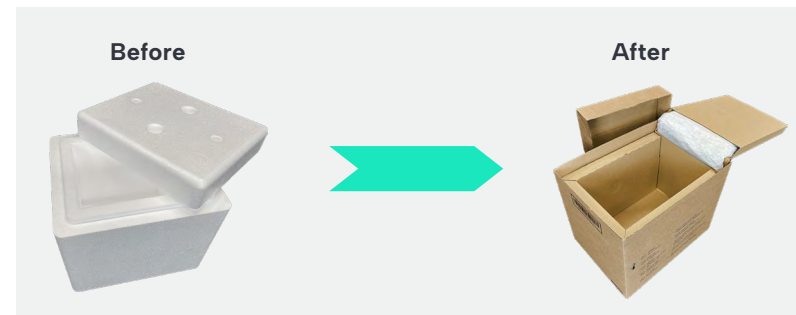
instruments repaired locally

## Sustainable Packaging

### Reducing Our Impact through Sustainable Packaging

To reduce waste from current products and packaging, IDEXX continues to assess opportunities to optimize packaging for current products and incorporate sustainable packaging design into products under development. Building upon our green packaging program, in 2022, we transitioned to environmentally friendly insulated packaging for cold consumables in Europe, replacing non-recyclable expanded polystyrene (EPS) foam with recyclable and biodegradable packaging made from recycled paper. This initiative is projected to avoid 190,000 pounds of EPS foam waste in Europe.

The new European packaging is the latest phase of our global sustainable packaging program. IDEXX had previously transitioned away from EPS insulated packaging in North America in Australia. All together, we now project to avoid over 500,000 pounds of EPS waste going to landfills each year.



~500,000

pounds (estimated) of EPS waste avoided annually



## Responsible Internal Waste & Water Use

### Saving With New Standards in Water Use

IDEXX incorporates water-saving technologies at our World Campus facilities, including a rooftop rainwater collection system, low-flow toilets, waterless urinals, and touchless faucets. These technologies are standard practice for all new buildings that IDEXX constructs.

### Reducing Waste and Minimizing Our Impact

IDEXX continued developing a global partnership to manage our waste streams and minimize our impact. In addition to being Leadership in Energy and Environmental Design (LEED) Gold certified, our World Campus facilities strive to be zero waste to landfill. We've also achieved ISO certifications for our waste management processes.

Photo: Justdiggit



## Amplifying our Impact for Climate Adaptation and Clean Water

The IDEXX Foundation's climate adaptation and clean water initiatives reinforce our sustainability commitment and complement our operations' environmental efforts. Together, we strive to make a positive difference for the planet we share.



Year two of a three-year initiative with charity: water is supporting the construction of another 10 clean and safe drinking water hand pump wells in Malawi. To date, this initiative has funded twenty wells with United Purpose (UNP), one of charity: water's local partners. Projects funded during year one are nearing completion and construction has begun on the projects funded during year two. This initiative uses Community-Led Total Sanitation, an approach that encourages support and local solutions within the community. charity: water provides water point management training to water point committees and local mechanics, guaranteeing that they can maintain and repair the new hand pump wells. The IDEXX Foundation will fund an expected 30 wells over the 3-year period providing safe water to thousands of people.



Photo: charity: water



The IDEXX Foundation's continued support of Justdiggit's climate adaptation projects in Northern Tanzania resulted in progress on two fronts: 100 farmers from 63 villages have been trained in natural regeneration and rainwater harvesting techniques, while greening education efforts have reached nearly 400 community residents.



Photo: Sebago Clean Waters



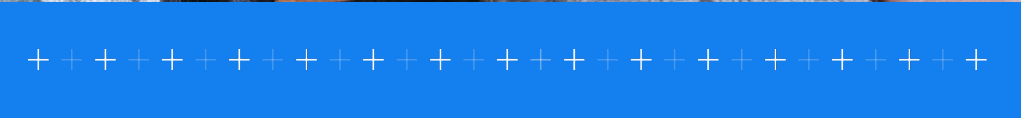
Year two of a three-year initiative with Sebago Clean Waters, funded by the IDEXX Foundation, supported forest conservation via a 94-acre land parcel in the upper Sebago Lake watershed, providing long-term carbon storage and sequestration, as well as water quality protection. This was the first conserved piece of a larger 422-acre Mahoosuc Land Trust project in the headwaters of the lake. IDEXX Foundation funding is catalyzing high-priority forest conservation projects totaling nearly 1,500 acres that are expected to close in the next year. Support also enabled the removal of a dam on the Burgess Brook tributary to the Crooked River to improve stream flow for water quality and fish passage.



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

In addition, we recognize that strong governance, policies, and systems infrastructure are foundational elements for enabling alignment of our ESG goals, commitments, and initiatives with our long-term business strategy and Purpose, execution of our ESG initiatives and activities, and disclosure of our meaningful ESG data and information. Accordingly, we are committed to regularly assessing and, as necessary or advisable, enhancing our ESG-related governance, policies, and systems infrastructure.

For more information regarding our governance of corporate responsibility and ESG matters, see [here](#).



# Governance, Policies, and Systems Infrastructure

## 2022 Highlights

### Robust Board Refreshment and Director Nominee Selection Process

Maintained a robust board refreshment and director nominee selection process aligned with our long-term, strategic needs that actively seeks and includes diverse directors (including women and persons with racially or ethnically diverse backgrounds) in the pool of potential director nominees.

As a result, nine new independent directors have joined our Board of Directors since 2012.

### ESG Framework

Developed a framework to align our ESG goals, commitments, and initiatives with our long-term business strategy and Purpose, which we anticipate leveraging to focus and prioritize our ESG-related activities.

### ESG Data Management

Procured and initiated implementation of an ESG data management software solution in 2022 to support the efficiency and governance of the collection of ESG-related data.

### Conflicts of Interest Policy

Adopted a new stand-alone Conflicts of Interest policy to supplement our Code of Ethics and provide additional guidance and guardrails for our employees.

### Global Policy on Corporate Social Initiative Support and Community Engagement

Adopted a policy that formalizes practices and procedures applicable to charitable contributions, donations, and other activity in support of any social initiatives or community engagement by IDEXX or its employees through IDEXX's global volunteer program.



# Corporate Governance



IDEXX is committed to sound corporate governance practices to benefit all our stakeholders, including our shareholders, customers, employees, suppliers, and communities. Strong governance underpins and serves as a foundation for our efforts to achieve our ESG goals and commitments and create sustainable, long-term value for our stakeholders. Our shareholders elect our Board, which acts as a steward for IDEXX and its long-term, sustainable value. 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, 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 stakeholder value. 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.

For more information about our corporate governance practices, see our [2023 Proxy Statement](#) or visit [Corporate Governance](#) at [www.idexx.com](http://www.idexx.com).

Our Board of Directors is comprised of nine independent directors, including our Chair, as well as our CEO and our former CEO. Our Board has four committees, as listed below:

- + [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 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, attributes, and experiences that it believes would best enable our Board to support our Purpose, including the creation of exceptional long-term shareholder and stakeholder value, in both the present and future.

The Governance and Corporate Responsibility Committee then considers the results of our annual Board self-assessment and evaluates the Board's composition and each Director's skill set to determine whether our Directors' current capabilities, skills, attributes 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, attributes, 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.

# Corporate Governance



Lawrence D. Kingsley



Jonathan W. Ayers



Irene Chang Britt\*



Bruce L. Claflin



Asha S. Collins, PhD



Stuart M. Essig, PhD



Daniel M. Junius



Jay Mazelsky



Sam Samad



M. Anne Szostak



Sophie V. Vandebroek, PhD

## 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 and include highly qualified, diverse candidates 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 [2023 Proxy Statement](#).

82% **Director Independence**

9% **Identify as LGBTQIA+<sup>25</sup>**

36% **Women<sup>25</sup>**

9% **Disability<sup>25</sup>**

27% **Racial or Ethnic Diversity<sup>25</sup>**

\*Elected to our Board of Directors effective July 11, 2023

<sup>25</sup>Based on self-identification by members of the Board of Directors; data as of July 11, 2023 reflecting the election of Irene Chang Britt to our Board of Directors effective such date

## 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 [2023 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.

### 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 our [Compliance and 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 [2023 Proxy Statement](#).

### Cybersecurity

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

# Global Ethics and Compliance



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

## Code of Ethics

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

**16** Code of Ethics available languages

**~97%** of employees agree IDEXX conducts our business with the highest ethical standards<sup>26</sup>

26. 2022 Annual Employee Ethics Survey

## Our Code of Ethics

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

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

Employees are expected to take time to:

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

Our Code of Ethics training program includes lessons on ethical business practices, how to report ethical concerns without fear of retaliation, and reinforces that following IDEXX policies and procedures is a condition of employment. The supporting Code of Ethics Resource Guide outlines the policies, procedures, guidelines, toolkits, training materials, and answers to common questions for each section of the Code. Employees are required to annually review and acknowledge their commitment to our Code of Ethics within our global human resources system.

In 2022, we launched certain policies to supplement the Code of Ethics to further promote honest and ethical conduct. We launched a stand-alone Conflicts of Interest Policy to provide additional guidance and guardrails for our employees. We have also made substantial progress against our goal of introducing an automated tool for self-disclosing, resolving, and documenting potential conflicts of interest. Configuration of this tool is near completion, and rollout to employees will begin in 2023, with expected completion in 2024. Additionally, we adopted a Global Policy on Corporate Social Initiative Support and Community Engagement that formalizes practices and procedures applicable to charitable contributions, donations, or other activity in support of any IDEXX social initiatives or community engagement or by our employees through our global volunteer program.

## Compliance Accountability

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

Our Compliance Committee, comprised of the Chief Executive Officer, Chief Financial Officer, Chief Human Resources Officer, General Counsel, and CCO, oversees our corporate compliance program, meeting on a quarterly basis to review compliance-related risks, risk management activities, and compliance programs. For more information on Board oversight of our Code of Ethics, see our [2023 Proxy Statement](#).



## 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 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 file a report with the IDEXX Ethics Hotline.

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



# Compliance and Risk Management

Effective risk assessment and management are essential to the long-term sustainability of our business. Under our risk management framework, we work to anticipate, assess, monitor, and manage emerging issues to identify existing and emerging risks and opportunities. At IDEXX, risk assessment and management are embedded in our strategic planning and business processes, and our risk management framework provides our senior executives with visibility into risk changes over time to support informed risk decision-making with the aim of creating long-term value for all our stakeholders.



## Management's Role in Assessing and Managing Risks

Our management team is responsible for our enterprise risk assessment and risk management on a day-to-day basis. Our Chief Audit Executive leads our annual enterprise risk assessment process, in partnership with our Chief 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 what we believe are our most significant business risks is included in our [2022 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 [2023 Proxy Statement](#).

## 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, UK Bribery 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, which allows us to evaluate the effectiveness of our internal controls and identify how to prioritize our future efforts through data-driven risk analysis.

## Policy on Political Contributions and Public Policy Engagement

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

## 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 \(GDPR\)](#).

Our privacy program is overseen by our Chief Privacy Officer. This privacy program includes oversight by and routine engagement with a global and cross-functional personal data privacy steering committee that includes our General



Counsel and CCO. We endeavor to strengthen our compliance with existing and emerging global personal data privacy laws and promote internal practices to ensure we are transparent in our communication of our privacy practices and how we process personal information.

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

## Global Trade Compliance

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

## Managing Cybersecurity Risks

Like other companies, we currently inhabit an environment of increasing global cybersecurity vulnerabilities and threats. 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 aims to protect and preserve 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.

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 additional updates on changes in our cybersecurity risks and related risk management program activities to the Board from time to time throughout the year, as warranted. For more information, see our [2023 Proxy Statement](#).

As we look ahead, we are focused on managing 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 seeks to adhere to all applicable regulations and is committed to marketing our products and services ethically by presenting truthful claims regarding the capabilities of our products and services that are substantiated, where relevant, by peer-reviewed and third-party studies. We are driven by our mission to advance the standard of care for companion animals across the globe.

Our global marketing team maintains an internal policy and process for review and approval of all promotional materials to ensure that these materials are accurate and clear, comply with applicable laws and regulations and are consistent with our commitment to ethical marketing. This policy and process 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



# Data Summary

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	2020	2021	2022	Reference
<b>Total Company Revenue, U.S. Dollars (millions)</b>	2,707	3,215	3,367	About IDEXX and IDEXX.com, <a href="#">Governance</a> , and <a href="#">Form 10-K</a>
<b>Income from Operations, U.S. Dollars (millions)</b>	695	932	899	
<b>Research &amp; Development, U.S. Dollars (millions)</b>	141	161	255 <sup>1</sup>	
<b>Total Global Locations</b>	105+	115+	115+	
<b>Customer Locations, countries and territories</b>	175+	175+	175+	

Environment	2020	2021	2022	Reference	
<b>Greenhouse Gas Emissions, MT CO2e</b>					
<b>Scope 1 (fuels, natural gas, refrigerants)</b>	13,499	16,646	16,135	<a href="#">The Planet We Share</a>	
<b>Scope 2 (electricity use)</b>	16,587	17,381	18,014		
<b>Total Scope 1 &amp; 2</b>	<b>30,086</b>	<b>34,027</b>	<b>34,149</b>		
<b>Scope 1 &amp; 2 buildings (without vehicles)</b>	24,510	26,027	27,501		
<b>Square footage (millions)<sup>27</sup></b>	2.2	2.3	2.5		
<b>Building emissions intensity (MT CO2e/1,000 square feet)</b>	11.14	11.32	11.00		
<b>Energy Use, MWh</b>					
<b>Total energy use from renewable sources</b>	0	252	3,909		
<b>Total energy use from non-renewable sources</b>	52,224	55,973	58,631		
<b>Total Energy Use</b>	<b>52,224</b>	<b>56,225</b>	<b>62,540</b>		
<b>Water Consumption</b>					
<b>Water use, cubic meters</b>	70,300 <sup>28</sup>	89,450 <sup>28</sup>	87,820 <sup>29</sup>		
<b>Water intensity (cubic meters/1,000 square feet)</b>	67.99 <sup>28</sup>	82.75 <sup>28</sup>	71.94 <sup>29</sup>		

1.\$255 million includes ~\$80 million in discrete R&D investments in 2022

27.Square footage in accordance with GHG protocol

28.Water consumption for 47% of square footage

29.Water consumption for 48% of square footage



# Data Summary

As of the date of the Annual Meeting of Shareholders in the indicated year.

Governance	2020	2021	2022	2023	Reference
<a href="#">Separate Board Chair and CEO</a>	Yes	Yes	Yes	Yes	<a href="#">Governance</a> <a href="#">Proxy Statements</a>
<a href="#">Independent Board Chair or Lead Director</a>	Yes	Yes	Yes	Yes	
<a href="#">Voting standard in uncontested elections</a>	Majority	Majority	Majority	Majority	
<a href="#">Resignation policy</a>	Yes	Yes	Yes	Yes	
<a href="#">Board of Directors, % independent</a>	80%	80%	80%	80%	
<a href="#">Commitment to board diversity, including racial, ethnic and gender diversity</a>	Yes	Yes	Yes	Yes	
<a href="#">Board of Directors, % women<sup>30</sup></a>	30%	30%	30%	30%	
<a href="#">Board of Directors, % racially or ethnically diverse<sup>30</sup></a>	*	20%	20%	20%	
<a href="#">Board of Directors, % identify as LGBTQIA+<sup>30</sup></a>	*	*	10%	10%	
<a href="#">Board of Directors, % have disability<sup>30</sup></a>	*	10%	10%	10%	
<a href="#">Annual Board self-assessment</a>	Yes	Yes	Yes	Yes	
<a href="#">Inequitable voting rights</a>	No	No	No	No	
<a href="#">Proxy access</a>	Yes	Yes	Yes	Yes	
<a href="#">Poison Pill</a>	No	No	No	No	

\* Not previously reported

Governance	2020	2021	2022	2023	Reference
<a href="#">Board oversight of corporate responsibility and environmental, social, and governance matters</a>	Yes	Yes	Yes	Yes	<a href="#">Governance</a> <a href="#">Proxy Statements</a>
<a href="#">Board oversight of cybersecurity risk management</a>	Yes	Yes	Yes	Yes	
<a href="#">Board oversight of strategy</a>	Yes	Yes	Yes	Yes	
<a href="#">Board oversight of risk management</a>	Yes	Yes	Yes	Yes	
<a href="#">Stock ownership guidelines</a>	Yes	Yes	Yes	Yes	
<a href="#">Clawback policy</a>	Yes	Yes	Yes	Yes	
<a href="#">Anti-Hedging and short sale policy</a>	Yes	Yes	Yes	Yes	
<a href="#">Anti-Pledging policy</a>	Yes	Yes	Yes	Yes	
<a href="#">Monetary losses as a result of legal proceedings associated with corruption and bribery</a>	No	No	No	No <sup>31</sup>	
<a href="#">Policy on Political Contributions and Public Policy Engagement</a>	Yes	Yes	Yes	Yes	

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

31. For the five-month period ended May 31, 2023

# Sustainability Accounting Standards Board (SASB) Index

Primary SICs Industry: Medical Equipment and Supplies Industry

All data reflects metrics for the year ended December 31, 2022, unless otherwise noted.

Report Dimension	General Issue Category Accounting Metric	Code	Location/Response
<a href="#">Governance</a>	<b>Affordability &amp; Pricing</b>		
	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 section</a> 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 online 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.
<a href="#">The Care We Advance</a>	<b>Product Safety</b>		
	Number of recalls issued, total units recalled	HC-MS-250a.1	OPTI Medical products are subject to FDA regulations. In 2022, there were no FDA recalls.
	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

Report Dimension	General Issue Category Accounting Metric	Code	Location/Response
<a href="#">Governance</a>	<b>Ethical Marketing</b>		
	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 section</a> for more information.
<a href="#">The Planet We Share</a>	<b>Product Design &amp; Lifecycle Management</b>		
	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 include 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	(1) IDEXX offers a 'single swap' service model that ensures our customers are not without critical product. In 2022, IDEXX had 28 product types available to be repaired globally. At our Westbrook, ME, repair facility only, component repairs resulted in over 21.5 metric tons of parts for reuse. In addition, IDEXX supports recycling programs available to European Union customers. Please see the <a href="#">Circular Economy &amp; Product Stewardship section</a> for more information. (2) IDEXX donates non-IP related equipment and furniture by partnering with local nonprofits and educational facilities who reuse and repurpose items. In 2022, we donated 69 pieces of non-IP equipment and furniture from our Westbrook facility. This program is expanding to the Netherlands in 2023.
<a href="#">The People We Support</a> <a href="#">Governance</a>	<b>Supply Chain Management</b>		
	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 IDEXX manufacturing facilities are <a href="#">ISO certified</a> , including one or more of the following: ISO 9001, 14001, 13485, and 17025. (2) IDEXX requires our key suppliers to have quality management systems that comply with recognized industry standards, such as ISO 9001, and are aligned with our quality requirements, and we regularly conduct audits with our Tier 1 suppliers to verify their control systems meet all of our requirements. Please see our <a href="#">Responsible Supply Chain and Human Rights section</a> 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 and Human Rights section</a> for more information.
	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> .

Report Dimension	General Issue Category Accounting Metric	Code	Location/Response
<a href="#">Governance</a>	<b>Business Ethics</b>		
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	None
	Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	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. As of 2022, members of our Board of Directors are also required to acknowledge the Code of Ethics. 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> .
<b>Other</b>	<b>Activity Metrics</b>		
	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

Report Dimension	General Issue Category Accounting Metric	Code	Location/Response
<a href="#">The People We Support</a>	<b>Recruiting &amp; Managing a Global, Diverse &amp; Skilled Workforce</b>		
	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 our <a href="#">IDEXX Employees Around the Globe section</a> .

# 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 information 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 potentially material environmental, social, and governance (ESG) risks and opportunities, including the physical and transition risks associated with climate change. The Governance and Corporate Responsibility Committee supports our Board in this oversight responsibility by periodically reviewing our key strategies, policies, programs, practices, risks, and opportunities relating to environmental 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, as warranted, on issues directly and indirectly related to climate change.

Our Executive Vice President (EVP), Strategy, Sector Development and Global Operations has executive oversight of our approach to environmental matters, including climate and energy. She also leads our Environmental Sustainability Steering Committee, which reviews monthly climate-related issues and progress on environmental footprint reduction. The Environmental Sustainability Steering Committee

includes senior management from Operations, Supply Chain, Legal, Human Resources, Technology, Research and Development, and key business functions. Climate information is disseminated regularly from the Environmental Sustainability Steering Committee to our Corporate Responsibility Executive Committee, which includes the Chief Executive Officer (CEO), Chief Financial Officer (CFO), General Counsel, 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 supported by our Global Corporate Responsibility team as a part of our integrated approach toward managing ESG matters.

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

We continually monitor the external 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 to identify key risks and opportunities. 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. While IDEXX believes that many climate change-related issues may only affect us over medium and long-term time horizons, one factor that poses short-term risk to our business is acute physical risk. As detailed in our risk table below, increased frequency and severity of extreme weather events could impact IDEXX suppliers, manufacturing locations, logistics, and/or customers in the short term. In response to this and all climate-related risks and opportunities we have identified, we developed a sustainability roadmap to support IDEXX's long-term value creation and incorporation of sustainability workstreams into core business processes. Key focuses of our plan include:

## Impact Reduction

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

process, our plans for new buildings, and innovations for on-market products. We are also making our packaging more sustainable, as evidenced by our expansion of sustainable insulated packaging into the European market in 2022. 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. Supply chain continuity is being impacted by many factors, and climate change will only add to those risks. In response, IDEXX is improving visibility into its upstream supply chain and plans to expand supplier engagement to include more detail on environmental topics. IDEXX is also factoring potential weather-related disruptions into inventory and manufacturing planning. As we grow, we intend to continually consider climate-related risks and opportunities in how we expand our operations.

## Stakeholder Engagement

Stakeholder engagement is critical for IDEXX to understand priority sustainability topics and take in all perspectives on the best path forward on environmental issues. We conducted an ESG materiality assessment in 2021 to learn more about the perspectives of our customers, employees, investors, suppliers, and other external stakeholders. We are currently engaged with key customers and suppliers on new workstreams that will help us become more sustainable in ways that are most beneficial to these important value chain partners. Continued stakeholder engagement will help IDEXX identify climate-related risks and opportunities proactively and incorporate them into our decision-making.

## Scenario Analysis

In 2022, 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  $-1.5^{\circ}\text{C}$  to  $4^{\circ}\text{C}$ ) 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.

## Scenario Descriptions

### Under Walled World

Political divides are exacerbated by the COVID-19 pandemic 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  $4^{\circ}\text{C}$  trajectory.

### Under Automation Acceleration

Lingering COVID-19 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  $3^{\circ}\text{C}$  trajectory.

### Under Resilient Rebirth

The effort to contain COVID-19 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  $1.5^{\circ}\text{C}$  trajectory.

Figure 1

Scenario Name	Walled World	Automation Acceleration	Resilient Rebirth
<b>Key Parameters</b>	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
<b>Temperature Assumptions (above pre-industrial levels by 2100)</b>	+4°C Rising emissions	+3°C Slowly declining emissions	+1.5°C Strongly declining emissions
<b>Emissions Reduction Models</b>	Representative Concentration Pathway 8.5 Shared Socioeconomic Pathway 3 (high challenges to mitigation and adaptation)	Representative Concentration Pathway 6.0 Shared Socioeconomic Pathway 4 (low challenges to mitigation, high challenges to adaptation)	Representative Concentration Pathway 2.6 Shared Socioeconomic Pathway 1 (low challenges to mitigation and adaptation)
<b>Physical Climate Impact Models</b>	The World Bank Climate Knowledge Portal	The World Bank Climate Knowledge Portal	The World Bank Climate Knowledge Portal

Risk Category	Time Horizon	Impact	Risk Description
<b>Acute Physical</b>	Short	Moderate	<p><b>Risk of increased frequency and severity of extreme weather events</b></p> <p>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.</p>
<b>Policy &amp; Legal</b>	Medium	Low	<p><b>Risk of new carbon pricing regulations</b></p> <p>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.</p>
<b>Market</b>	Medium	Moderate	<p><b>Risk of scarcity of raw materials</b></p> <p>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.</p>
<b>Reputation</b>	Medium	Low	<p><b>Risk of stakeholder scrutiny of climate-related issues</b></p> <p>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.</p>
<b>Chronic Physical</b>	Long	Medium	<p><b>Risk of rising temperatures and sea levels</b></p> <p>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.</p>

**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
<b>Resource Efficiency</b>	Short	Moderate	<p><b>Efficient buildings and transportation operations</b></p> <p>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.</p>
<b>Resource Efficiency</b>	Medium	High	<p><b>Development of resource-efficient products</b></p> <p>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.</p>
<b>Products &amp; Services</b>	Medium	Moderate	<p><b>Incorporation of eco-design and circular economy</b></p> <p>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.</p>
<b>Markets</b>	Long	Moderate	<p><b>New and expanded diagnostic markets</b></p> <p>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 a position to help new regions combat higher levels of disease associated with ticks and water.</p>
<b>Resilience</b>	Long	Low	<p><b>Flexible point of care solutions</b></p> <p>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.</p>
<b>Resilience</b>	Long	Low	<p><b>Flexible workforce</b></p> <p>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.</p>

During the scenarios workshop, IDEXX also identified key interventions to improve strategic resilience. These insights and interventions have been reviewed by the Environmental Sustainability Steering Committee and are incorporated into IDEXX's enterprise risk management process in order to ensure strategic resilience.

## 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 Chief Audit Executive and Vice President, 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 set 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.<sup>3</sup> IDEXX has compiled GHG emission footprint data for fourW years. The most recent three years of GHG emissions data are shown below.

	2020	2021	2022
<b>Scope 1, MT CO2e</b>	13,499	16,646	16,135
<b>Scope 2, MT CO2e</b>	16,587	17,381	18,014
<b>Scope 1 &amp; 2, Total MT CO2e</b>	<b>30,086</b>	<b>34,027</b>	<b>34,149</b>

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

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





# Policies, Commitments, and Disclosures



[Code of Ethics ▶](#)

[Commitment Statement to Diversity, Equity, and Inclusion ▶](#)

[Conflict Minerals Policy ▶](#)

[Corporate Governance Guidelines ▶](#)

[Equal Employment Opportunity \(EEO\) Disclosure ▶](#)

[Ethics Hotline ▶](#)

[Form SD and Conflict Minerals Report ▶](#)

[France Gender Pay Gap Report ▶](#)

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

[Global Privacy Policy ▶](#)

[Global Whistleblower Policy ▶](#)

[Modern Slavery Statement ▶](#)

[Pay Equity Statement ▶](#)

[Policy on Political Contributions and Public Policy Engagement ▶](#)

[Quality and Management System Response ▶](#)

[Supplier Code of Conduct ▶](#)

[Supplier Resource Center ▶](#)

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

[Task Force on Climate-Related Financial Disclosures \(TCFD\) Index ▶](#)

[Transparency in Coverage—MRF ▶](#)

[UK Gender Pay Gap Report ▶](#)

[UK Tax Strategy ▶](#)

## Forward-Looking Statements

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

Forward-looking statements can be identified by the use of words such as “aim,” “anticipate,” “believe,” “could” “continue,” “estimate,” “expect,” “intend,” “may,” “objective,” “plan,” “potential,” “project,” “seek,” “should,” “target,” “will” and similar words and expressions (as well as the negative version of such words and expressions) and may include statements regarding goals or use of future dates in connection with any discussion of future performance, actions or events. Forward-looking statements contained in this Report include our ESG goals and commitments, the description of actions, plans or steps we expect or intend to take, or are currently taking, to achieve those goals and commitments, including our plans to sign a VPPA to advance our GHG emission reduction commitment and renewable energy commitment, actions to improve ESG performance, anticipated benefits from the publication of our *Finding the Time: Empowering Veterinary Teams to Get the Most Out of Every Day* study, and climate-related opportunities identified as part of our scenario analysis. In addition, with respect to opportunities identified in our scenario analysis, we may not capitalize on some or all of the opportunities in the time horizons indicated or at all and if we do seek to capitalize on such opportunities, we may not do so satisfactorily or such opportunities may not have the intended impact or benefits to us.

No forward-looking statement can be guaranteed, and actual results may differ materially from those expressed or implied in these forward-looking statements. You should not place undue reliance on forward-looking statements, which speak only as of the date of this Report. We undertake no obligation 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 carefully evaluated together with the many risks and uncertainties that affect our business and operations, including, among others, those mentioned in the risk factors and cautionary statements in our Annual Report 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	1-207-556-0300
Westbrook, Maine 04092	1-800-548-6733
United States	Fax: 1-207-556-4346

© 2023 IDEXX Laboratories, Inc. All rights reserved.  
All ®/TM marks are owned by IDEXX Laboratories, Inc. or its affiliates in the United States and/or other countries.  
The IDEXX Privacy Policy is available at [idexx.com](https://www.idexx.com).



# IDEXX