



# 2023 Corporate Responsibility Report

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Enhancing the Health and Well-being of  
Pets, People, and Livestock for 40 Years



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At IDEXX, helping pets lead longer, fuller lives is at the heart of everything we do. Our diagnostic and software products and services create clarity in the complex, constantly evolving world of veterinary medicine. Our innovations also help ensure the safety of milk and water globally and maintain the health and well-being of people and livestock. We believe it is not just **what** we do that matters, but also **how** we do it. We take our corporate responsibilities seriously, and we consider the impact of how we operate as not only at the foundation of our long-term vision but also part of our everyday culture and work.

Our 2023 Corporate Responsibility Report provides an update on the progress we have made and is a look to the future of our continued commitment to enhance the health and well-being of pets, people, and livestock.

We seek to align our corporate responsibility goals, initiatives, and areas of focus, which are informed by the perspectives of our stakeholders, with our Purpose and business strategy. Accordingly, this report covers corporate responsibility topics that are consistent with our Purpose and matter most to us and our stakeholders. We use well-established reporting standards aligned with frameworks, such as those released by the [Sustainability Accounting Standards Board \(SASB\)](#) and the [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#), which are detailed in our [Appendix](#). And importantly, we believe our corporate responsibility goals and actions play important roles in contributing to the [United Nations Sustainable Development Goals \(SDGs\)](#).

Unless otherwise noted, all information and data in this report is as of December 31, 2023, or for the period from January 1, 2023, to December 31, 2023, as applicable. In some instances, reported data may be rounded or estimated using what we believe are reasonable assumptions. All financial information is reported in U.S. dollars. We have also included select environmental, social, and governance information in our 2023 Annual Report on [Form 10-K](#) and our [2024 Proxy Statement](#), which are available on our corporate website at [idexx.com](#). For more information, visit [Corporate Responsibility](#) at [idexx.com](#).

*Note: Inclusion of information in this report is not an indication that the subject or information is material to our business, operating results or financial condition 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 environmental, social or governance matters identified as material for purposes of, this report may not be considered material for SEC reporting purposes.*





## To Our Stakeholders,

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

I am immensely proud of the advancement of our corporate responsibility initiatives, including the establishment of our Corporate Responsibility framework introduced in last year's report. This framework provides transparency and incorporates goals against which we can measure our progress. The initiatives under our Corporate Responsibility framework are further amplified by the IDEXX Foundation,<sup>1</sup> which has supported 66 initiatives in 33 countries since its establishment in 2020.

In 2023, we made steady progress towards our corporate responsibility goals. A snapshot of key 2023 highlights across our pillars is outlined below. I invite you to read more about these achievements and initiatives throughout this report.

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

## The Care We Advance

Building on our 40-year history of innovation, we successfully advanced the development of several new products and services in 2023 that have since launched or are scheduled to launch. One example was the launch of the IDEXX Cystatin B Test to IDEXX Reference Laboratory customers in North America, which adds kidney injury detection to the most comprehensive menu for kidney health in the industry. The IDEXX Cystatin B Test is now included in test panels assessing renal health, uncovering new clinical insights. Learn more about the role that the IDEXX Cystatin B Test and our other new products and services play in advancing care for pets in this report.

We also recognize the critical role that well-trained, high-performing veterinary teams play in expanding access to high-quality care for pets. That is why we continued to support education for veterinarians at all stages of their careers in 2023, awarding approximately 90,000 continuing education credits free of charge across all IDEXX's continuing education programming. Likewise, our innovations are bringing efficiencies to practices that enable clinical teams to foster productive conversations with pet owners, streamline communications, and support financial flexibility—all with the aim to support veterinary teams' productivity and increase access to quality care.

## The People We Support

We remain committed to developing and supporting our employees by fostering a diverse, collaborative, and inclusive workplace that empowers them to develop and grow, embrace unique perspectives, and find purpose and fulfillment in all they do.

In 2023, we continued to engage employees through our employee-led communities, including those focused on diversity and inclusion, with events centered on networking, career development, volunteerism, and external community engagement. We also continued to invest in our future leadership with employees logging over 73,000 hours of learning and development. We conducted a voluntary, self-identification campaign in the U.S. to deepen our understanding of the data on our underrepresented communities and enable us to better support all

employees. These initiatives represent just some of the ways we will make progress towards our longer-term goal of increasing the representation of underrepresented groups<sup>2</sup> in U.S. management<sup>3</sup> to 33% by 2030.

## The Planet We Share

At IDEXX, we recognize the importance of protecting the planet we share. In 2021, we established greenhouse gas (GHG) emissions goals, including reducing our Scope 1 and 2 GHG emissions by 37.8% by 2030,<sup>4</sup> sourcing 100% renewable electricity by 2030, and advancing our understanding of our Scope 3 GHG emissions. We are tracking well towards achievement of these goals, supported by initiatives across our organization. Notable accomplishments since our last report include procurement of a virtual power purchase agreement with a solar developer to provide new, clean electricity in North America; moving from next-day delivery to two-day delivery in North America as standard service level in partnership with our customers, reducing our utilization of higher emission airfreight; and the continued migration of our commercial fleet to electric and hybrid vehicles, which made up over 20% of our commercial fleet by the end of 2023. These actions represent important first steps towards reducing the environmental impacts of our global operations.

## Looking Forward

Our progress against our corporate responsibility goals and commitments in 2023 continues to be closely aligned with our business strategy and innovation agenda. This would not be possible without the coordinated and focused efforts of our global employees. I am extremely grateful and appreciative of their outstanding work and commitment. Further, I am confident that the long-term strategies that we are putting in place today will support the sustainable creation of exceptional long-term value for our stakeholders. Thank you to all our employees, customers, and shareholders for supporting IDEXX on our corporate responsibility journey.

Sincerely,



Jay Mazelsky  
President and CEO, IDEXX

2. 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, and/or a veteran, and/or member of the LGBTQIA+ community, and/or having a disability.

3. Employees in people leadership roles (all levels).

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



# Who We Are

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

## Our 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<sup>5</sup>

### Companion Animal Group

IDEXX Companion Animal Group (CAG) is a global leader in pet healthcare innovation. CAG provides diagnostic and information management-based products and services for the companion animal veterinary industry, including in-clinic diagnostic solutions, outside reference laboratory services, and veterinary software and services. We believe that the breadth, quality, and integration of our complete CAG 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, services, and related instrumentation that are used to manage the health status of livestock and poultry, to improve producer efficiency, and to ensure the quality and safety of milk.

## 2023 IDEXX Highlights

Total global employees in 31 countries and 115+ locations

**~11,000**

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

**\$3.66 billion**

Research & development

**\$191 million**

Countries and territories where products and services are sold

**175+**

5. For information on IDEXX's "Other" operations, please refer to the Company's Annual Report on [Form 10-K](#) for the year ended December 31, 2023.

# IDEXX Corporate Responsibility Framework & Stakeholders

Our Corporate Responsibility framework was informed by viewing our stakeholders' perspectives from our first 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 framework's three pillars address the topics identified as most material to our stakeholders and business, underpinned by strong governance, policies, and systems infrastructure. We leverage this framework to focus and prioritize our corporate responsibility goals, commitments, and initiatives on "what matters most".



## The Care We Advance

- + Innovation to Advance Patient 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
- + Supply Chain Management & Human Rights

## The Planet We Share

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

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



## Governance, Policies & Systems Infrastructure

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





# Oversight & Governance

## of Corporate Responsibility and Environmental, Social, and Governance Matters

### Management's Role in Advancing Corporate Responsibility

At the management level, IDEXX's Head of Global Corporate Responsibility and Diversity, who reports directly to our Chief Human Resources Officer, oversees our corporate responsibility program and is responsible for advancing our priorities, working in collaboration with a cross-functional executive committee, environmental sustainability steering committee, and a number of key working groups.

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

Environmental sustainability is directly overseen by our Environmental Sustainability Steering Committee, which is comprised of representatives from Operations, Supply Chain, Legal, Technology, Research and Development, and key business functions. Meeting at least quarterly, this committee receives updates regarding progress against environmental sustainability initiatives, such as those intended to advance our progress against our renewable energy and emission reduction goals, as well as relevant regulatory updates.

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

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

### Board Oversight of Corporate Responsibility and Environmental, Social, and Governance Matters

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

#### Audit Committee

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

#### Compensation and Talent Committee

- + Oversees key human capital and talent strategies and policies, as well as management of material human capital and talent risks and opportunities, including:
  - Diversity, equity, and inclusion
  - Pay equity
  - Employee engagement
  - Talent recruitment, development, and retention
  - Health and wellness
- + Reviews executive compensation and human capital disclosures in proxy statements and Annual Reports on Form 10-K

#### Governance and Corporate Responsibility Committee

- + Oversees environmental/sustainability and social matters (other than human capital and talent), such as:
  - Climate change and environmental sustainability
  - Supply chain and human rights
  - Community and government relations
  - Charitable and political contributions
- + Reviews significant environmental, social, and governance disclosures not addressed by other Board committees
- + Advises and makes recommendations to the Board with respect to corporate governance matters, such as Board composition, organization, function, membership, and performance; Board committee membership and structure; and our Corporate Governance Guidelines

# Amplifying Our Global Impact

**66** initiatives **83** grants **33** countries  
since inception

The IDEXX Foundation, launched in 2020, amplifies our ongoing local initiatives while also broadening our geographic reach and social impact.

The IDEXX Foundation supported initiatives in 13 countries in 2023, funding access to care for animals with an aim to support veterinarians globally and help people and animals impacted by disasters or conflict.

These initiatives expanded our global impact to a total of 66 initiatives in 33 countries on 6 continents since 2020. Our goal is to ensure each one of these initiatives has a meaningful impact across three focus areas:



**Caring for Our Companions**



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



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

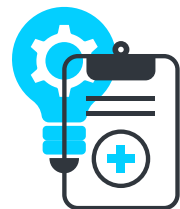
Learn more in this report about noteworthy 2023 IDEXX Foundation initiatives in each of these three focus areas. In this report, we use the icons above to identify the focus areas supported by each described initiative.

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



# The Care We Advance

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



## Innovation to Advance Patient Care

### HIGHLIGHTS

- + Released 6 diagnostic product, service, and software solution enhancements across IDEXX modalities
- + Prepared for the launch of new innovative products planned for 2024, including the IDEXX inVue Dx™ Cellular Analyzer and Fecal Dx® antigen testing expansion with *Cystoisospora* detection
- + Provided the equivalent of approximately \$5.4 million in continuing education credit offerings



## 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>6,7</sup>

- + Advanced the development of Vello™, which launched in 2024, a digital pet owner engagement solution that directly connects veterinary teams with their customers and integrates with IDEXX practice management solutions
- + Continued to support veterinary teams' well-being in the U.S., Germany, and UK through the IDEXX Foundation and corporate contributions
- + Delivered "Mindful May" webinars for veterinary communities to share, learn, and connect on the topic of self-care and staff retention



## 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>6-9</sup>

- + Donated over 18,000 SNAP® tests for disaster response, education, and community outreach
- + Supported underserved communities by enabling access to care for over 245,000 animals in 2023, with a cumulative total of over 625,000 animals through our global social initiatives since 2022<sup>7,8</sup>



## Product Quality & Safety

- + 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
- + Continued compliance with global product safety regulations, standards, and directives including but not limited to the Global Harmonized System of Classification and Labelling of Chemicals and the International Electrotechnical Commission

6. Goal as stated in our 2021 Corporate Responsibility Report.  
 7. Global social initiatives include recommended grants from the IDEXX Foundation and contributions from corporate lines of business.  
 8. Impact metric relies on data provided by organizations outside of IDEXX.  
 9. Goal completed as of 2023 reporting period.

# Initiatives Driving Our Impact

Discover how IDEXX advanced initiatives to deliver measurable impact on patient care.



## Innovation to Advance Patient Care

At IDEXX, we continually push ourselves to innovate to advance veterinary care. IDEXX product innovations enable faster, enhanced diagnostics for animals. Our global learning and discovery offerings inspire veterinary teams to advance patient care and improve outcomes.

### Product Innovation that Advances Care

#### IDEXX Kidney Health Solutions and IDEXX Cystatin B Test

IDEXX launched the IDEXX Cystatin B Test in December 2023 in North America and plans to launch it globally in 2024. This is the first diagnostic test for detecting active kidney injury in cats and dogs. By detecting Cystatin B, a kidney injury biomarker, even when clinical signs and changes in kidney functional biomarkers (such as SDMA or creatinine) are not apparent, this test will enable veterinarians to diagnose and treat kidney injury earlier, supporting better patient outcomes. The IDEXX Cystatin B Test is included in select test panels that include a urinalysis and, with this addition, IDEXX offers the most comprehensive diagnostic solutions for kidney health in the industry.

#### Fecal Dx Antigen Testing and *Cystoisospora*

In 2023, we announced the expansion of our industry-leading Fecal Dx<sup>®</sup> antigen testing platform with the addition of *Cystoisospora*, a common intestinal parasite that causes diarrhea, weight loss, and dehydration,

primarily in young dogs and cats. This expanded capability is launching in 2024 and represents the second menu expansion in less than two years. With this addition, the test offers accurate, reliable detection of the most common and clinically relevant intestinal parasites in dogs and cats.<sup>10-12</sup> By testing for antigens rather than relying on the presence of eggs, Fecal Dx antigen testing detects up to five times more infections than fecal flotation alone<sup>10-13</sup> and provides valuable insights as part of annual wellness tests and preventive care protocols.

#### IDEXX inVue Dx Cellular Analyzer

In 2023, IDEXX successfully advanced development of the revolutionary IDEXX inVue Dx<sup>™</sup> Cellular Analyzer, which was announced in January 2024 and is expected to launch in the fourth quarter of 2024. An advanced optics, cellular-imaging platform, this analyzer is powered by Artificial Intelligence (AI) learning models trained by IDEXX board-certified pathologists on over 10 million images.<sup>14</sup> The IDEXX inVue Dx analyzer's innovative, slide-free, load-and-go technology removes today's manual workflow and image analysis steps while generating consistent, clinically actionable results for practitioners and their patients. At launch, ear cytology and blood morphology will be available, and when used with our ProCyte Dx<sup>®</sup> and ProCyte One<sup>®</sup> hematology analyzers, the IDEXX inVue Dx analyzer will provide the most comprehensive and efficient hematology picture available in the clinic, aiding veterinarians in making real-time diagnoses during the patient visit. Consistent with our Technology for Life approach, we next plan to expand this analyzer's test menu to include screening external lesions (lumps and bumps) with fine needle aspirate samples.

10. Elsemore D, Bezold T, Geng J, Hanna R, Tyrrell P, Beall M. Immunoassay for detection of *Dipylidium caninum* coproantigen in dogs and cats. *J Vet Diagn Invest.* 2023;35(6):671-678. doi:10.1177/10406387231189193

11. Elsemore DA, Geng J, Flynn L, Cruthers L, Lucio-Forster A, Bowman DD. Enzyme-linked immunosorbent assay for coproantigen detection of *Trichuris vulpis* in dogs. *J Vet Diagn Invest.* 2014;26(3):404-411.

12. Elsemore DA, Geng J, Cote J, Hanna R, Lucio-Forster A, Bowman DD. Enzyme-linked immunosorbent assays for coproantigen detection of *Ancylostoma caninum* and *Toxocara canis* in dogs and *Toxocara cati* in cats. *J Vet Diagn Invest.* 2017;29(5):645-653. doi:10.1177/1040638717706098

13. Sweet S, Hegarty E, McCrann DJ, Coyne M, Kincaid D, Szlosek D. A 3-year retrospective analysis of canine intestinal parasites: fecal testing positivity by age, U.S. geographical region and reason for veterinary visit. *Parasit Vectors.* 2021;14(1):173. doi:10.1186/s13071-021-04678-6

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

### Helping Veterinarians Diagnose and Treat Cancer in Our Pets

A leading cause of pet suffering and mortality, cancer is a dreaded and familiar challenge for veterinarians, their teams, and pet owners. IDEXX is a global leader in cancer diagnostics today, providing clinical insights for over 1.5 million cases in 2023 through world-class pathology, telemedicine, and core hematology and chemistry testing for cancer patients. Our comprehensive cancer diagnostics test and service menu at our North America reference laboratories currently includes:

- + A diagnostic panel for biopsy tissues to identify genetic mutations in dogs assisting in therapy selection and personalized treatment options
- + Diagnostic profiles to support cancer therapy management and monitoring
- + IDEXX Digital Cytology to submit scanned high-resolution images of specimens for cytologic evaluation by an IDEXX veterinary pathologist
- + Cancer identification with personalized guidance and support from the largest network of veterinary pathologists and medical consultants

### Inspiring Ongoing Global Learning and Discovery

IDEXX advances care by offering educational opportunities that reach tens of thousands of veterinarians across the globe each year. In 2023, IDEXX awarded approximately 90,000 continuing education (CE) credits free of charge, valued at \$5.4 million based on similar CE offerings.

#### Supporting Professional Development

We support continuing education among the global veterinary community through in-person events and the IDEXX Learning Center. In 2023, over 37,000 users across 133 countries engaged with close to 1,200 pieces of IDEXX Learning Center content more than 140,000 times with an 81% completion rate.

### Advancing Knowledge on the Power of Diagnostics

IDEXX Professional Service Veterinarians provide small group medical consultation and live educational seminars to veterinary healthcare providers to increase understanding and utilization of diagnostics that enhance medical care. In 2023, our North American Professional Service Veterinarians provided over an estimated 17,000 educational interactions with customers, while other global Professional Service Veterinarian events, both in-person and virtual, engaged veterinarians, veterinary nurses, and veterinary support staff in multiple countries.

IDEXX also offers patient-specific medical consultations to customers through our Medical Consulting Services. During these real-time, complimentary consultations, IDEXX veterinary professionals meet with customers to review a patient's diagnostic results and discuss potential treatment plans. In 2023, nearly 600,000 consultations were provided in 14 languages to IDEXX customers in 25 countries.

#### Supporting Advanced Medicine

Springboard is an IDEXX-supported program to bring didactic and rounds training to veterinary residents through a virtual platform. Now in its second year, Springboard provides access to four physiology and pathophysiology modules with multiple training sections each and additional clinical sections dedicated to imaging, and clinical and anatomic pathology. Springboard is available to veterinary house officers (i.e., interns and residents receiving additional clinical training) from 17 global organizations, including universities and specialty practices.

#### Supporting Emerging Veterinarians

The IDEXX University Program empowers the next generation of veterinary professionals with valuable knowledge and practical experience. In 2023, the graduating classes of 34 veterinary schools, representing approximately 4,000 new veterinarians, gained hands-on experience with IDEXX diagnostics through the program.

#### Outreach with Universities and Livestock Organizations

In 2023, the IDEXX Livestock, Poultry, and Dairy University Relations team worked with four educational institutions to provide veterinary and animal science students with hands-on experience utilizing point-of-care tests and the opportunity to collaborate with clinicians.



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

## Building Connections and Increasing Efficiency: Vello

Managing appointments, sending reminders, and communicating with pet owners often require veterinary teams to use multiple systems— analog and digital—to connect with pet owners. Veterinary professionals frequently cite client communication as one of the top challenges in achieving a more efficient practice,<sup>15</sup> and 85% of practices indicate that poor integrations are a contributing factor to inefficiencies.<sup>16</sup>

To enable practices to streamline engagement with pet owners, IDEXX advanced the development of Vello™ Software in 2023—a digital client engagement platform that connects veterinary teams directly with their customers and seamlessly integrates with ezyVet, Neo, and Cornerstone practice management software. Early testing demonstrates that the Vello software platform, which launched in March 2024, significantly reduces no-shows, resulting in more visits for veterinary practices. With the communication tools embedded in Vello, veterinary teams are also able to systematically prepare pet owners for their appointments and prompt conversations about preventive care. These enhancements enable clinical teams to foster productive conversations with pet owners, deepening connections and fostering exceptional care.

## Finding the Time through Integrated Practice Management Software

Veterinary teams rely on numerous applications in addition to their core practice management platform to manage the day-to-day requirements of running their clinics.<sup>16</sup> With so many applications, many of which are poorly or not at all integrated, teams are performing duplicative work and making manual errors as they switch between systems. To help clinical teams find efficiencies through better workflows, IDEXX integrated several solutions into practice management platforms in 2023, including:

- + VetConnect® PLUS, an essential part of an IDEXX diagnostic customer's daily work, is now deeply integrated into ezyVet® Software, reducing the number of applications and screens a customer needs to use, saving time and providing deeper clinical insights inside the software.

- + CareCredit®, which provides financing options for pet owners, is integrated into ezyVet, Neo, and Cornerstone software, enabling practices that use these practice management platforms to seamlessly process CareCredit transactions.

## Creating Capacity for Wellness Appointments

IDEXX Preventive Care Simple Start, designed for the capacity-constrained practice, supports practices that are looking for ways to deliver high-quality wellness appointments. Reformatted in 2023 to meet evolving customer needs, Simple Start provides staff training, custom diagnostics profile development, and ready-to-use client communications, all supported by a dedicated team to make implementation seamless.

## Prioritizing Mental Health and Ensuring Well-being

Each May, the ezyVet team dedicates the month to mindfulness, well-being, and self-care. "Mindful May" is designed to bring veterinary communities together to share, learn, and connect. In 2023, the theme was self-care and staff retention, with three online CE-accredited webinars for veterinary teams.

Over 1,600 people registered for the Mindful May webinars in 2023. Since Mindful May was established in 2021, over 5,000 registrations were received for mindfulness webinars.

15. Today's Veterinary Practice, IDEXX UX Research, March 2021.

16. Finding the Time: Empowering Veterinary Teams to Get the Most Out of Every Day. IDEXX; 2023. [www.idexx.com/FindingTime](http://www.idexx.com/FindingTime)



## 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. Successful implementation of two mental health groups has provided essential support for over 60 participants. 86% of participants agreed their daily work in veterinary practice was positively influenced.



## Providing Veterinary Students with Mental Health Resources

The IDEXX Foundation grants provided funding to **Tuskegee University College of Veterinary Medicine (TUCVM)** to sponsor a Veterinary Social Worker professional and the development of mental health events and curriculum.

The Foundation is also supporting a three-year initiative with the Center for Veterinary Social Work at the University of Tennessee to serve the mental health and well-being needs of veterinary students and create resources to support their mental health. In 2023, a mental health and well-being tool kit rollout was planned for veterinary student clubs.



## Funding the Royal Veterinary College 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. This two-year study is the first of its kind specific to the veterinary nursing profession.

# Access to Improve Animal, Human & Environmental Health

In 2023, we continued working to expand access to care for animals through global social initiatives.<sup>7</sup> We also donated over 18,000 SNAP® tests for disaster response, education, and community outreach, contributing partly to supporting underserved communities with access to care for over 245,000 animals.<sup>8</sup>

## Expanding Access to Healthcare in Remote and Emergency Settings

### Flood response in China and Italy

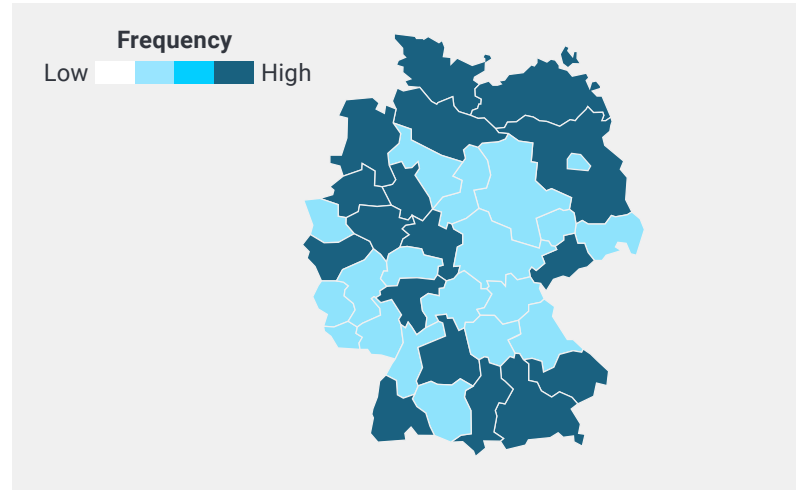
The IDEXX Tecta® system’s lab in a box technology expands access to rapid water-quality testing, enabling better contamination monitoring in remote areas and supporting the provision of safe water in communities worldwide. In August 2023, the IDEXX China team provided a Tecta system that was used by the local authorities to conduct water testing after a major flooding event in the city of Zhuozhou in Hebei Province. The Tecta system helped local authorities easily test water during a time when the infrastructure was damaged by the flooding and supported the recovery of water quality operations in the city.

When extreme weather in the Emilia-Romagna region in northern Italy resulted in flooding, overflowing rivers, and landslides, IDEXX Italy staff volunteered to aid those affected by the disaster. IDEXX staff shoveled mud, cleaned out garages and houses, and delivered food and supplies to volunteers, while also checking in on veterinary practices potentially impacted by the flood.

## Partnering on Care and Education

### Mapping Parasite and Disease Prevalence

IDEXX contributes in-clinic and reference lab vector-borne disease testing data to populate parasite and disease prevalence maps in Germany and the U.S. These maps allow veterinarians and pet owners to understand the parasites and vector-borne diseases that are present in their communities and make informed decisions on risks and preventive measures. For example, IDEXX provides data for the European Scientific Counsel Companion Animal Parasites and the Companion Animal Parasite Council—organizations that map the prevalence of heartworm, Lyme, *Ehrlichia*, *Anaplasma*, intestinal parasites, and feline retroviruses.



Example of a *Leishmaniosis* Map in Germany in 2023

7. Global social initiatives include recommended grants from the IDEXX Foundation and contributions from corporate lines of business.  
 8. Impact metric relies on data provided by organizations outside of IDEXX.





### Antimicrobial Resistance

Antimicrobial resistance (AMR) could have significant effects on a range of SDGs. A “One Health” approach, which recognizes the interconnectedness of animal health, human health, and the environment, is key in addressing this. IDEXX collaborates with academic and government institutions to define and measure AMR in veterinary companion animal medicine. These collaborations include:

- + **Ontario Veterinary College:** The IDEXX Endowed Chair for Emerging Technologies, One Health, focuses on AMR in veterinary health in companion animals. This collaboration leverages IDEXX reference lab culture data to report on the epidemiology of AMR across veterinary practices in the United States and to bring data-driven clinician tools to support strong AMR stewardship. These efforts resulted in two peer-reviewed manuscripts accepted in 2023.
- + **North Carolina State University:** IDEXX collaborates on an FDA grant focused on antimicrobial usage, another aspect of One Health and the battle against AMR. This collaboration targets the development of the data tools necessary for understanding the antimicrobial prescribing behaviors of collaborating veterinary practices.

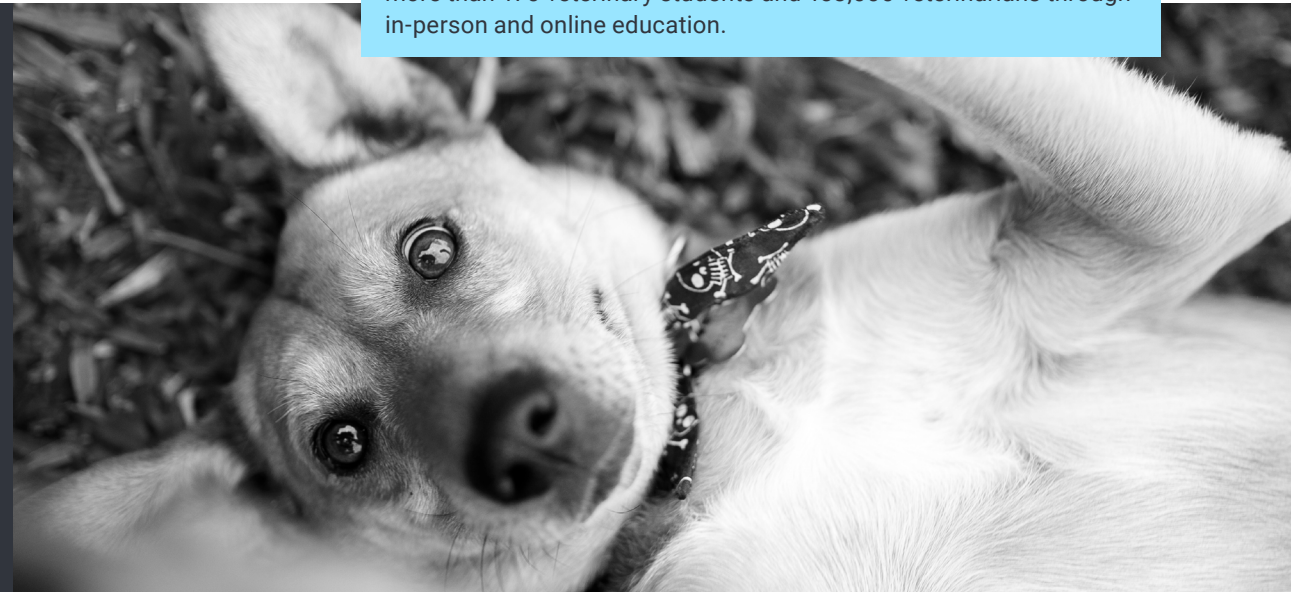
- + **Cornell University and Ontario Veterinary College:** IDEXX supports a USDA grant to develop AMR dashboard tools to securely monitor the emergence and spread of resistant microbes in domesticated animals and explore new methods to ensure the confidentiality of data while addressing user needs and preferences for effective trend analysis.

### IDEXX Water Academy

Over 5,500 water professionals across the globe have registered for more than 21,000 e-learning courses with the IDEXX Water Academy since it launched in 2020. We offer multiple regional Water Academies with local learning content, where learners have the ability to access these free online education tools in their language of choice.

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

The IDEXX Foundation funded **WVS** and **Mission Rabies**’ efforts, providing over 237,000 animals with access to care and reaching more than 170 veterinary students and 153,000 veterinarians through in-person and online education.



# Product Quality & Safety

## Product Quality

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

### Integrated Management System and ISO Certifications

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

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 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 manufacturing 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. Globally, all employees of manufacturing facilities also receive quality training, as required by ISO certification.

## Product Safety

We use processes and practices designed to ensure that all IDEXX products meet required safety regulations, standards, and directives for the global markets.

### Globally Recognized Standards and Frameworks

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

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

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



# The People We Support

At IDEXX, our employees are at the center of who we are, what we do, and how we create value. We strive to create a collaborative and inclusive culture that embraces everyone's unique perspectives. And, we empower our employees to develop and grow as well as find purpose and fulfillment in the work they do.

2. 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, and/or a veteran, and/or member of the LGBTQIA+ community, and/or having a disability.

3. Employees in people leadership roles (all levels).

6. Goal as stated in our 2021 Corporate Responsibility Report.

9. Goal completed as of 2023 reporting period.

17. Self-reported volunteer hours from global employees.

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

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

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

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

22. 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 roles (e.g., laboratory managers).



## Talent & Culture

**Goal:** Increase annual global employee volunteering to 15,000 hours by 2025<sup>6,9</sup>



## Diversity, Equity, & Inclusion

**Goal:** Increase representation of underrepresented groups<sup>2</sup> in U.S. management<sup>3</sup> to 33% by 2030<sup>6</sup>

**Goal:** Maintain gender balance<sup>18</sup> in global management,<sup>3</sup> which serves as a pipeline for global senior leaders,<sup>19</sup> and ensure programs are in place to support career advancement opportunities for women across the enterprise<sup>20,21</sup>

**Goal:** Continue to provide career opportunities for women in STEM roles globally<sup>6,21,22</sup>



## Health, Safety & Well-being

## HIGHLIGHTS

- + Supported achieving over 18,000 logged employee volunteer hours,<sup>17</sup> exceeding our 2025 goal of 15,000 annual volunteer hours
- + Logged over 73,000 hours of learning and development
- + Facilitated over 3,300 therapy dog visits to employees to promote wellness
- + Achieved an employee net promoter score of 73 in the 2023 employee engagement survey

- + Maintained gender balance,<sup>18</sup> with 49% of global management<sup>3</sup> roles held by women<sup>21</sup>
- + Supported women in STEM at IDEXX, with 58% of STEM roles held by women<sup>21,22</sup>
- + Engaged employees through four of our employee-led communities focused on diversity and inclusion, with initiatives centered on networking, career development, volunteerism, and external community engagement
- + Engaged leaders and peers in optional training on allyship, understanding bias, pronouns, and more through virtual and in-person workshops

- + Continued fostering a culture of health and safety through our Environmental Health and Safety Management System and continuing education in multiple languages
- + Expanded access to a comprehensive mental health solution to IDEXX employees around the world and continued to collaborate with the Make It OK organization to reduce the stigma of mental illness at IDEXX
- + Expanded to over 160 employee Well-being Champions worldwide and certified 19 employees to be Mental Health First Aiders



## Supply Chain Management & Human Rights

**Goal:** Conduct human rights risk assessment in 2023<sup>6,9</sup>

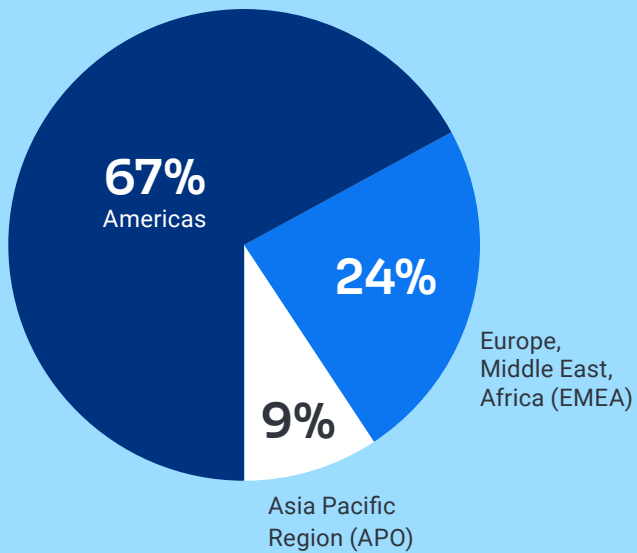
- + Continued enhancing the IDEXX Supplier Resource Center to better communicate our expectations on how our suppliers should contribute to the achievement of IDEXX's corporate responsibility goals
- + Completed a human rights risk assessment of our business and portions of our supply chain, which will inform our human rights practices and initiatives



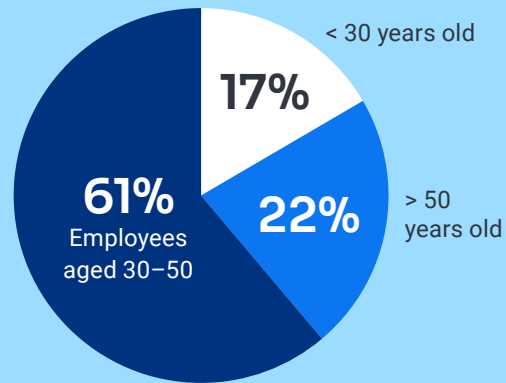
# Employees Around the Globe

**11,000** Total full- and part-time employees (approximate)

## Employees by Region

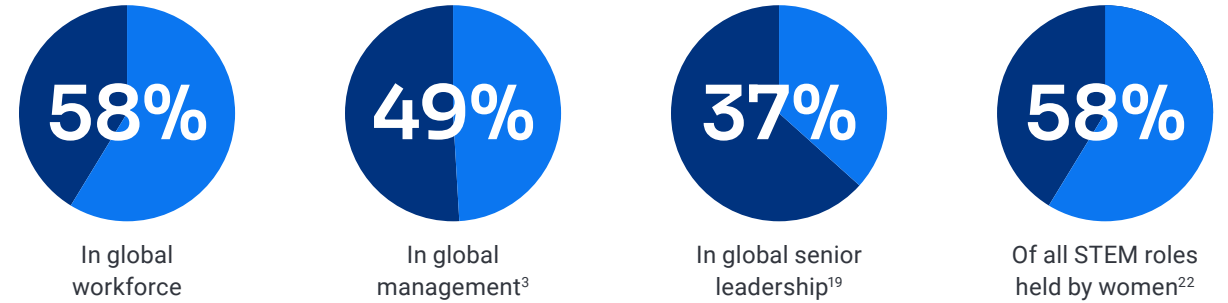


## Employees by Age



**10%** Global Employee Turnover  
Voluntary turnover rate

## Women at IDEXX<sup>21</sup>



## Underrepresented Groups<sup>2</sup> in the U.S.



2. 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, and/or a veteran, and/or member of the LGBTQIA+ community, and/or having a disability.

3. Employees in people leadership roles (all levels).

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

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

22. 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 roles (e.g., laboratory managers).

# Initiatives Driving Our Impact

See how IDEXX further enhanced employee development, well-being and diversity, equity, and inclusion initiatives to promote a safe and supportive work environment throughout 2023.



## Talent & Culture

In 2023, we improved employee retention, maintained high employee engagement levels across the globe, and were featured in a Gartner<sup>23</sup> case study for our leadership development practices.

### Driving Employee Engagement

#### Gathering Feedback and Engaging Employees

Our annual employee engagement survey, myVoice, continues to be a mechanism for employees to provide feedback regarding their employee experience, work environment, and management effectiveness. Overall, 91% of employees responded, and our favorable engagement rate was 80%. Engagement questions associated with Diversity, Equity, and Inclusion (DEI) were one of the highest-scoring categories in 2023 with 85% favorable on: *my manager models inclusive behavior* and 84% favorable on: *IDEXX is committed to diversity and inclusion in the workplace*. Employees responded positively to the statement *I would recommend IDEXX as a great place to work*, resulting in an employee net promoter score of 73. IDEXX utilizes employee feedback to identify future areas of focus to continuously improve employee engagement.

#### Communications to All Employees

We recognize that employees have different ways of engaging with and/or processing information. IDEXX uses many different strategies to communicate with all employees, including translation of key communications, digital signage, and desktop alerts. In March 2023, we launched unique screensavers, lock screens, and pop-up messages to seamlessly integrate announcements and updates into employees' daily routines. We seek to share information across multiple channels to ensure information is visible for a multitude of working environments. These strategies seek to not only bridge geographic divides and reach every employee, but also to cultivate a shared sense of access, belonging, and unity across the organization.

17. Self-reported volunteer hours from global employees.

23. Lustig S. *Case Study: Interactive Learning with C-Suite Experiences*. Gartner. November 15, 2023. Accessed July 17, 2024. [www.gartner.com/en/documents/4937231](http://www.gartner.com/en/documents/4937231)

24. For eligible employees as applicable by local guidelines.

### Spotlighting IDEXXers with Employee Recognition Program

To celebrate successes and milestones throughout the year and make employees feel valued and supported, IDEXX launched an employee recognition program. The IDEXX Golden Paw award and our quarterly 2X Awards are intended to recognize employees who have gone above and beyond or project teams whose work has had an outsized impact on our business.

### Supporting Flexible Work Arrangements

We recognize that individuals have different needs when it comes to productivity, collaboration, and innovation. IDEXX continues to support remote and hybrid work arrangements, when possible, to ensure employees can work when, where, and how they are most effective. At IDEXX, we approach this flexibility without broadly mandating which days or working hours employees should work from the office—but defer to our teams to balance flexibility with collaboration and team building.

### Employee Volunteerism and Community Engagement

Connecting to our communities and giving back our time and skills is an important part of making volunteering part of the IDEXX culture. Eligible employees are provided with paid volunteer time off<sup>24</sup> annually and volunteering as a team-building activity is encouraged when internal meetings bring employees together. In 2023, employees logged over 18,000 volunteer hours<sup>17</sup> exceeding our 2025 goal of 15,000 annual volunteer hours. We continue to invest in a global IDEXX platform that enables employees to match with face-to-face and virtual volunteering opportunities around the world, resulting in participation from 28 countries in 2023.

Employee volunteering:

**Over 18,000**  
Hours<sup>17</sup>

**28**  
Countries



### Volunteer Collaboration

In October 2023, IDEXX employees joined the **Banfield Foundation** and the **Arizona Humane Society** teams in support of the IDEXX Foundation-Banfield Foundation San Carlos Apache Reserve initiative. IDEXX volunteers, both veterinarians and nontechnical employees, helped provide crucial support to animals in need through a range of medical and nonmedical procedures.



### Relieving Stress through the IDEXX Therapy Dog Program

The IDEXX Therapy Dog Program brings certified therapy and visiting dogs onsite to support employee well-being and provides funding for IDEXX employees and their dogs to become certified therapy and/or visiting dog teams. The program logged over 3,300 visits with employees across three U.S. locations, as well as a location in the UK and a location in the Netherlands. In addition, IDEXX-trained team outreach also supported over 4,000 people in local communities.

### Investing in Our Frontline Employees

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

IDEXX’s Hourly Employee Advocacy, Recruitment, and Training (HEART) program is an initiative to support Global Operations’ hourly employees in achieving their professional potential based on their interests, education, and experience through mentorship and career development activities. As of May 2024, the program has led to 47 graduates, and 31 HEART participants have since transitioned to new or elevated roles.

#### Providing Opportunities for Frontline Workers

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.

#### Access to Care

IDEXX piloted an optional health screening for frontline employees at our Westbrook, Maine location and is piloting in additional locations in 2024 to provide health screenings at no cost to employees who may not otherwise access a primary care provider for wellness purposes.

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

## Nurturing Growth and Excellence through Talent Development

### Performance and Talent Development

We continued to develop globally relevant success profiles and career ladders for key roles to support talent practices such as career development, objective talent assessment for selection and development, goal setting and performance feedback through formal annual reviews, and individual development planning and learning. In support of strengthening our talent pipeline and talent planning practices, we have reviewed and updated 100% of succession plans for the Director and above population. Furthermore, IDEXX is committed to conducting an annual formal performance review process for all permanent employees, aligned with development planning.

### Learning with Purpose Across Our Business

At IDEXX, we are dedicated to helping our employees grow through a culture of continuous learning and leadership development. Through a variety of targeted learning initiatives, we empower our employees to adapt to evolving challenges, equipping them with the competencies necessary for success in a rapidly changing world. Our offerings range from access to self-directed learning to a robust leadership program portfolio and DEI-related training for cohort-based learning at all levels. This resulted in over 73,000 training hours across learning platforms as well as the publication of a Gartner case study<sup>23</sup> on the extent of executive involvement in one of our leadership programs.

Type of learning	2023 Hours
<i>DEI-related</i>	2,476
<i>Leadership-related</i>	11,593
<i>General skill-based learning</i>	59,006
<b>Total Learning &amp; Development</b>	<b>73,075</b>

23. Lustig S. *Case Study: Interactive Learning with C-Suite Experiences*. Gartner. November 15, 2023. Accessed July 17, 2024. [www.gartner.com/en/documents/4937231](http://www.gartner.com/en/documents/4937231)

# Diversity, Equity & Inclusion

## DEI Strategy

We believe that diversity among our employees and senior management, including but not limited to gender, racial, and ethnic diversity and disability, helps drive both innovation and a better understanding of our increasingly global and diverse customer base. We also believe that senior management with a variety of backgrounds, experiences, education, skills, and business knowledge will contribute to our effectiveness and drive a strong culture of innovation. Our DEI strategy and initiatives are aligned with our commitment to empowering employees with diverse experiences to drive innovation, engagement, and overall business success. IDEXX has a global DEI strategy and roadmap, which is overseen by our Head of Corporate Responsibility and Diversity.

## Commitment to Inclusion

We remain steadfast in our commitment to creating an inclusive, global workplace centered on embracing the unique perspectives each employee brings to our work. Through focused and action-oriented programs, we continue to make progress towards the aspirations outlined in our DEI goals and continue to review these goals for relevancy. For example, in 2023 we conducted a voluntary, self-identification

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

campaign in the U.S. to deepen our understanding of the data on our underrepresented communities. We are currently scoping an international expansion of the campaign to enable us to better support all employees.

## Sharing Accountability and Commitment

To ensure continued focus on integrating DEI priorities aligned with business outcomes enterprise wide, all senior executive leaders,<sup>25</sup> human resources leaders, and business partners had aspirational goals in 2023 that were related to employee diversity.

## Building Diverse Talent Pipelines

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. We prioritize pay transparency by making our compensation philosophy and pay ranges available to employees and job-specific market data available to senior leaders. We

strive to ensure compensation remains in the competitive market range. 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. 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

### Building Our Skills

In 2023, we continued our investment in diversity learning opportunities focused on cultivating a DEI-fluent organization. This learning prepared participants at all levels of the organization to lead and collaborate with diverse talent and enhanced leaders' capability to navigate conversations about diversity with agility and sensitivity. We offer optional DEI learning solutions to employees across multiple platforms through multiple lines of business and global locations.

Highlights from our 2023 DEI learning include:

- + Expanded our portfolio of learning offerings including partnering with third-party experts to include interactive DEI fluency training to leaders and allies where 100% of participants reported being more committed, engaged, or supportive about creating a more diverse, equitable, and inclusive culture within IDEXX
- + Partnered with external experts to bring equity-fluent leadership training to our senior leadership team, leadership development program participants, and as a keynote speaker topic for a company event
- + Launched a facilitator-led allyship training, in partnership with employee-led communities, focused on training leaders and colleagues on methods for actionable allyship



## Supporting Employee-Led Communities

Our employee-led communities (ELCs) continue to provide opportunities for employees from diverse backgrounds to connect, network, and learn. Each of the ELCs focused on diversity and inclusion contributed to our goal of creating a workplace that is inclusive and welcoming through ongoing internal communications, community events, and learning engagements:



**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 roles in networking and developing awareness of career resources available

Highlights from our 2023 ELC activities include:

- + *Global Giving Fortnight with Shades:* Members around the globe took part in a variety of volunteer activities to contribute towards our annual volunteer goal.
- + *Workshops with Together:* Partnered with a third-party consultant to build and deliver a personal brand workshop featuring tools for building personal brand at work. Additionally, the group hosted multiple sessions focused on development, negotiation, supporting caregivers, and navigating mental health during the holiday season.
- + *Celebrating Pride in Maine and beyond with PrideXX:* Raising the flag and pausing to reflect as an organization at the main U.S. campus for the second year and expanded this event to include our Netherlands campus and others. We also came together to participate in multiple pride marches as teams representing LGBTQ+ employees and allies.



- + *Panels with Professionals:* Supported leadership panels with several executive leaders, bringing visibility to the importance of mentorship, navigating development investment requests, and maximizing one-on-one discussions. Several members of the team also participated in line of business meeting panels aimed at bringing visibility to multiple generations in the workplace and the varied needs of each.

Our diversity-focused ELCs are volunteer-led and focused on building opportunities for inclusion and connection through shared learning. Each ELC focused on diversity and inclusion is supported by two executive sponsors, a senior human resource partner, and the DEI office. All communities are open to employees who identify as community members as well as allies and peers or leaders who want to learn more.

## Advancing the Conversation around Neurodiversity

At IDEXX, we recognize the value of diversity in thinking and working styles and seek ways to partner with employees to create working environments that support their unique talents and what each individual brings to the organization. From flexible work arrangements that allow people to work where and when they are most focused, to software that provides immersive reading or speech-to-text, we seek to understand the support that we can put in place to enable our employees to flourish.



## Advancing Education

In 2023, we announced that nine veterinary students will receive full scholarships as part of our IDEXX Foundation initiative with the **TUCVM**, which leads the U.S. in providing education to African American veterinarians.

The IDEXX Foundation funded a grant in collaboration with the **Diversify Veterinary Medicine Coalition** that resulted in 10 veterinary scholarships spanning two school years. This initiative aims to reduce financial barriers for black, indigenous, people of color, and other underrepresented groups pursuing veterinary medical education.

The IDEXX Foundation funded **Ohio State University Foundation** initiatives supporting veterinary student training designed to enhance access to care for underserved communities.

In collaboration with Aspiritech, we hosted a panel discussion on supporting neurodiversity in the workplace for leaders and peers. Aspiritech is a quality assurance testing company that empowers individuals on the autism spectrum to fulfill their potential through meaningful employment that leverages their unique skills for problem-solving. IDEXX has partnered with Aspiritech since 2016 and leverages this specialized team where they have a natural skill set and opportunity to excel. The Aspiritech teams bring a new perspective to our work and have been part of the development and testing process for the launches of the SediVue Dx<sup>®</sup> and ProCyte One<sup>®</sup> analyzers.

## Family-Friendly Benefits

We have a policy for parental leave of absence for all employees in the U.S. that grants six weeks of paid leave regardless of the path to parenthood, whether it is adoption or birth, for both caregivers. This is also our standard in the Netherlands, one of our largest employee populations outside the U.S.

# Health, Safety & Well-being

## Championing Connections and Well-being

### Commitment to Positive Mental Health

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 campaign, shared in 15 languages, provides education about mental illness and drives awareness of mental health resources available to employees and their family members. In 2023, we offered Mental Health First Aid (MHFA) training as part of the campaign and now have 19 employees that are certified in MHFA. We also expanded the employee Well-being Champion network in 2023 to over 160 worldwide, up from over 120 the previous year. Well-being Champions actively encourage and empower their peers to prioritize health and stay connected by sharing resources and leading various well-being initiatives.

IDEXX expanded Spring Health, a comprehensive mental health solution with one of the industry’s most diverse provider networks, to all IDEXX employees around the world. The mental health benefit is available to employees and families and includes work-life services, coaching, and therapy at no cost to the employee.

### Financial Well-being

Financial well-being is personal and includes knowledge, skills, behaviors, and attitudes about financial security. IDEXX strives to support employee financial well-being by organizing initiatives, webinars, and resources, including:

- + **Earned Wage Access:** In 2023, IDEXX implemented a program in the U.S. to help employees meet financial challenges while avoiding high-interest alternatives. Earned Wage Access allows eligible employees to access to-date regular earned wages, rather than waiting for biweekly paychecks.

- + **Money Coaching:** Available to employees in the U.S. and Canada, IDEXX provides 90 days annually of free money coaching for employees as well as their spouses, partners, and adult dependents. This confidential guidance on financial matters covers topics including budgeting, credit management, retirement planning, investment strategies, mortgage advice, and college expenses.

### Supporting Health and Fitness

IDEXX offers employees an onsite fitness and health center at our main U.S. campus in Westbrook, Maine. Starting in 2023, global employees outside of Maine became eligible for a quarterly fitness reimbursement to provide an alternative for our dispersed workforce.

### Well-being Recognitions

In 2023, IDEXX was recognized by the following entities for our commitment to advancing employee well-being through comprehensive, innovative benefits and initiatives:



#### American Heart Association 2023

Gold recognition for the 2023 Workplace Well-being Scorecard



#### Business Group on Health 2023

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



\*First time for IDEXX



## Upholding a Culture of Health and Safety

IDEXX is committed to the Environmental Health and Safety (EHS) of our employees, customers, and the global communities in which we operate. Ensuring the health, safety, and well-being of our employees and engaging them in “A Culture of Health and Safety” is a top priority. This approach extends to all IDEXX employees worldwide, as well as contractors and visitors. We are supporting this culture through our *EHS Roadmap* (see below) and demonstrating this commitment by implementing a comprehensive EHS Management System (EHSMS).

### EHS Management System and Team

Our EHS Team oversees the global IDEXX EHSMS to implement environmental health and safety processes at all our locations to improve employee safety, reduce workplace risks, and drive continuous improvement. The EHSMS is built on several key elements. These include

clearly defined roles and responsibilities to ensure accountability, a system for managing risks and incidents, standardized documentation and recording processes, operational controls, clear communication channels and comprehensive training programs, resources for managing change, and an assurance system with defined metrics for monitoring and measurement. These elements are underpinned by a management commitment to employee health and safety, which supports continued effectiveness of our EHSMS and fosters a culture of continuous EHS improvement across our organization.

### Audits, Risk Assessments, and Mitigation

In 2023, we piloted a maturity assessment evaluation process, involving in-depth reviews of site-specific programs and conditions to enhance performance. We also centralized our risk assessment process resulting in a comprehensive document that records tasks, associated risks, and controls. It demonstrates our proactive approach to prevention and explicitly states all safety requirements in one place for employees conducting a task.

### Employee Engagement and Training

Employee engagement and training remain central to our EHS approach. We introduced a new process for communicating key learnings from incidents across locations, with these insights serving as topics for huddles and short, daily meetings to discuss progress and identify constraints. To further strengthen our safety culture, we established business line safety committees and biweekly safety town hall meetings with our manufacturing and distribution employees. To ensure accessibility for our global workforce, we developed new global training materials on general workplace safety, translating them into multiple languages, and updated existing materials for global relevance.

## EHS 2023 Metrics

**0.89**

Recordable Incident Rate (RIR) in 2023<sup>26,27</sup>

**0.29**

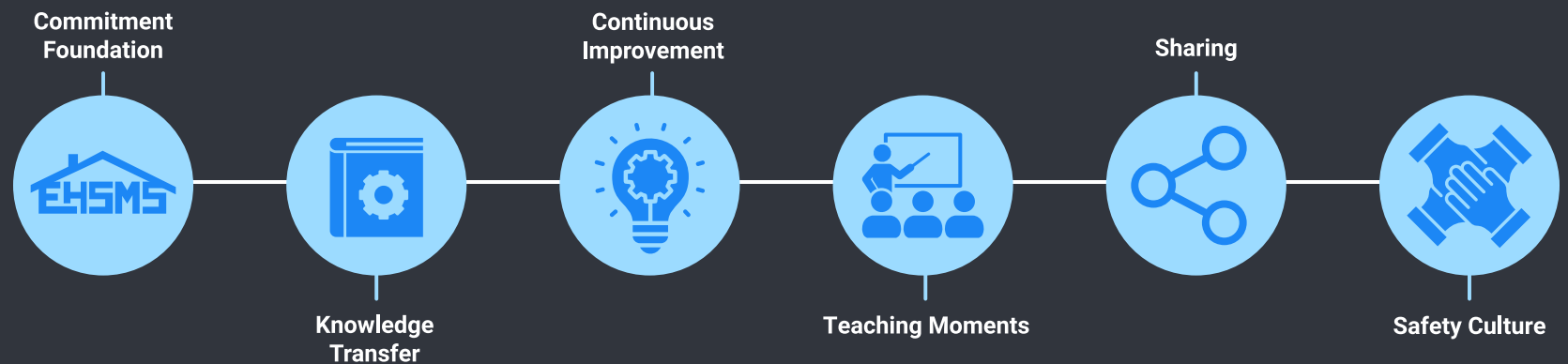
Lost Time Incident Rate (LTIR) in 2023<sup>27,28</sup>

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

27. Safety records include employees and contract workers.

28. Lost Time Incident Rate (LTIR) is the number of incidents that result in time away from work per 100 full-time employees.

## EHS Roadmap



# Supply Chain Management & Human Rights

## Engaging Suppliers in Our Goals and Values

IDEXX is committed to working with suppliers aligned with our values and expectations. We have processes to evaluate supplier risk and are continuously improving the way we approach supplier relationship management and risk. We are also 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 communicate to all our suppliers how they contribute to our corporate responsibility goals.

## Supply Chain Transparency and Human Rights

Our materiality assessment validated supply chain management and human rights as important issues to our stakeholders. In line with our Corporate Responsibility framework, we are evaluating opportunities

to partner with our suppliers to reduce environmental impact, further responsible labor policies, reduce the risk of adverse human rights impacts, and promote diversity, equity, and inclusion. During 2023, we conducted a human rights risk assessment of our business and portions of our supply chain that will inform our human rights practices and initiatives.

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

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

At IDEXX, we recognize the importance of protecting the planet we share and its relationship to animal and human health. “How” we operate and every initiative we undertake, big or small, are intended not only to protect the planet and mitigate our impact but also to deliver meaningful future returns for our stakeholders. This was no exception in 2023, and we remain on track as we work towards our goals established in 2021.

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

6. Goal as stated in our 2021 Corporate Responsibility Report.

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

30. Projection based on the first three months of data available in 2023 compared to the same period in 2022.



## Climate Mitigation, Adaptation & Resilience

**Goal:** Reduce our operational GHG emissions (Scope 1 & 2) by 37.8% by 2030<sup>4,6</sup>

**Goal:** Source 100% renewable electricity by 2030<sup>6</sup>

**Goal:** Advance understanding of our Scope 3 GHG emissions<sup>6,29</sup>

## HIGHLIGHTS

- + Procured a virtual power purchase agreement with a solar developer to support the development of new, clean electricity in North America
- + Added more electric and hybrid vehicles to our commercial fleet, which is now composed of over 20% electric and hybrid models
- + Installed a dual-source energy system at our core European reference laboratory in Kornwestheim, Germany, enabling this location to purchase power under a renewable electricity supply contract



## Circular Economy & Product Stewardship

**Goal:** Integrate sustainability considerations as required criteria for new product development and design<sup>6</sup>

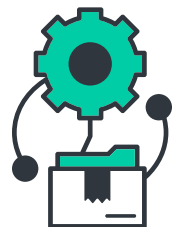
- + Repaired over 31,000 instruments globally, leveraging regional repair depots to avoid more than an estimated 62,000 instrument shipments, as well as the associated emissions and packaging materials
- + Conducted over 78,000 point-of-service upgrades to continuously improve product reliability for customers and extend life for IDEXX instruments
- + Continued reviewing stakeholder sustainability needs as new product projects were initiated



## Sustainable Packaging & Transportation

**Goal:** Reduce the amount of plastic and other material waste from current products and packaging<sup>6</sup>

- + Set a new standard service level for North American shipments in partnership with our customers, moving from next-day delivery to two-day delivery, which reduces the need for shipping by air and is expected to reduce North American transportation emissions by 11% on a continual basis<sup>30</sup>
- + Updated SNAP<sup>®</sup> Feline Triple<sup>®</sup> Test so that it can be shipped at room temperature, reducing shipping emissions, packaging, and waste
- + Implemented seasonal temperature control standards, reducing the amount of insulated packaging needed in cold months



## Responsible Internal Waste & Water Use

- + Integrated storm water drainage and energy saving measures into the new Horizon Center facility in Scarborough, Maine

# Initiatives Driving Our Impact

Learn more about IDEXX's 2023 initiatives to reduce GHG emissions and plastic and other waste in our products and packaging and further advance our ability to protect the planet we share.



## Climate Mitigation, Adaptation & Resilience

### Greenhouse Gas Emissions Reduction Strategy

Reducing our GHG emissions is a long-term commitment where we know we have to work diligently to innovate, find new ways of working, and introduce initiatives that will translate into meaningful long-term changes. In 2021, we set out our overall GHG goals, including reducing our operational GHG emissions (Scope 1 & 2 MT CO2e) by 37.8% by 2030,<sup>4</sup> sourcing 100% renewable electricity by 2030, and advancing understanding of our Scope 3 GHG emissions. Since 2021, when we completed our baseline GHG footprint and set our goal, we have set up strategic programs focused on renewable electricity, energy efficiency projects, and electric and hybrid vehicles in our commercial fleet. These programs have started to have an impact as we continue to act on our commitment to reduce our impact on the climate and work towards our goal of reducing GHG emissions.

In 2023, our overall GHG emissions rose by 2.5%. We were able to minimize our GHG emissions growth through the execution of important initiatives, such as expansion of renewable electricity supply contracts to more of our European facilities and the transition of more fleet vehicles to hybrid and electric models.

As a growth and innovation company, we know we will need to do more to meet our targets. This is why we have continued to invest in long-term initiatives, such as developing plans for transitioning operations to renewable sources of energy, where we have made significant progress in 2023. These important initiatives we are advancing today will help build the pathway for us to meet our 2030 goal.

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

Metrics	2021	2022	2023
Scope 1, MT CO2e	16,646	16,135	16,458
Scope 2, MT CO2e	17,381	18,014	18,557
<b>Scope 1 &amp; 2, MT CO2e</b>	<b>34,027</b>	<b>34,149</b>	<b>35,015</b>
Building Intensity (MT CO2e/1,000 square feet)	11.32	11.00	10.08

### Renewable Electricity

#### Projected Contribution to GHG Emissions Target: 70%–75%

Transitioning to renewable energy sources is a cornerstone of our sustainability strategy. Over the past year, we've accelerated our efforts to procure renewable electricity for our operations. Most notably, we procured a virtual power purchase agreement, partnering with a renewable energy developer to bring new solar energy to the North American power grid. This 20-Megawatt (MW) agreement is expected to reduce IDEXX's annual Scope 2 emissions by over 13,000 MT CO2e once the project is operational (projected 2026).

IDEXX is currently evaluating a second virtual power purchase agreement, that, once live, is expected to account for the remainder of our North American electricity consumption. We are also assessing renewable energy options in Europe, Asia, and Latin America along our pathway to 100% renewable electricity.

### Electric & Hybrid Vehicles

#### Projected Contribution to GHG Emissions Target: 15%–25%

The adoption of electric and hybrid vehicles within our fleet continues to be a pivotal part of our decarbonization strategy. In 2023, we improved

electric vehicle adoption among our European drivers, a trend we expect to continue in 2024. In North America, we grew the number of hybrid vehicles in our fleet, and we have plans to begin an electric vehicle pilot in 2024, focusing in geographic areas with adequate charging infrastructure. Our pragmatic approach continues to balance electric and hybrid models as charging infrastructure allows.

As a result of our global efforts, electric and hybrid cars made up over 20% of our commercial fleet at the end of 2023, compared to 17% hybrid at the end of 2022. As external factors such as charging infrastructure become more favorable, we plan to continue to expand our transition to electric and hybrid vehicles.

### Energy Efficiency & Conservation

#### Projected contribution to GHG emissions target: 5%–10%

Improving energy efficiency across our facilities remains a key priority. Through technology upgrades, process optimization, and equipment electrification at our largest buildings, we are making incremental improvements each year.

We believe many small steps can add up to a large step over time, and our facilities teams are hard at work identifying opportunities and implementing solutions across the globe. In 2023, we began efficiency projects at our Maine global headquarters focused on steam pipe insulation and steam trap performance. This work is projected to substantially reduce site emissions starting in 2024.

We invested in our core European lab in Kornwestheim, Germany, by installing a dual-source energy system, giving us the ability and flexibility to leverage our renewable electricity supply contract in Germany. Other European facilities in Leipzig, Germany and Bern, Switzerland have transitioned to LED lighting as part of our global transition plan, bringing the percentage of sites using energy efficient lighting to 36% based on global square footage.

Looking ahead, we remain dedicated to furthering our energy efficiency initiatives, continuously seeking new opportunities for improvement, and investing strategically to reduce our environmental impacts.

## Circular Economy & Product Stewardship

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

### Plan

Our new product development teams review stakeholder sustainability needs when new product projects are initiated. This includes the consideration of sustainability compliance and the environmental impact of materials.

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

### Repair

Our 11 Service Operations located around the world allow us to improve repair cycle times, reduce transportation emissions, and enhance product expertise and repair capabilities in all regions. These teams repaired over 31,000 instruments in 2023, 36% of which were completed at non-U.S. locations.

### Salvage

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

### Upgrade

IDEXX conducts point-of-service upgrades to continuously improve product reliability for customers. Improved reliability means longer instrument life (less new waste), fewer repairs, and a reduction in associated shipping and packaging (energy and materials) over the lifetime of the product. IDEXX uses quality certified repair procedures for over 30 instruments able to be serviced through our process. During a service repair, in addition to simply repairing the issue, other functioning parts are replaced with more up-to-date and reliable versions, greatly improving the overall reliability of the instrument and, over time, resulting in an upgraded and more reliable instrument base worldwide. Over 78,000 point-of-service upgrades were performed globally in 2023 on select IDEXX instruments.

### Take Back

IDEXX provides recycling and take back services for our electrical products in the EU in accordance with the [Waste Electrical and Electronic Equipment Directive](#) (WEEE), 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.

~31,000

Instruments repaired

~78,000

Point-of-service upgrades

# Sustainable Packaging & Transportation

## Product Innovation to Improve Sustainability

As a leader in pet healthcare innovation, we seek opportunities in product innovation to improve sustainability and reduce packaging. A great example of innovation for sustainability in 2023 was the release of our new SNAP® Feline Triple® Test that can now be shipped at room temperature. This has far-reaching implications for the environmental impact of the product, removing the need for ice packs and insulated packaging while reducing shipping emissions and waste.

## Two-Day Shipping in North America

Over the past year, IDEXX has focused on the reduction of air shipments. While it is necessary to get products to customers quickly, we recognize that shipping products by air is the most emissions-intensive form of transportation. In 2023, after consulting with and understanding the needs of our customers, IDEXX set a new standard service level for North American shipments, moving from next-day delivery to two-day delivery. With this change, we can utilize more ground shipping and fewer air shipments. We project this change will reduce our North American transportation emissions by 11% on a continual basis,<sup>30</sup> compared to next-day shipping.

## Local Processing in Australia

The introduction of our new day lab in Perth, Australia, represented another opportunity to reduce air shipments. Samples previously shipped to Brisbane are now being processed in Perth, giving customers a shorter turnaround time for results and eliminating unnecessary transportation emissions.

## Optimization of Seasonal Temperature-Controlled Shipping

In order to support the IDEXX transition to more sustainable, two-day ground shipments while maintaining appropriate temperature controls and ensuring product quality, the team needed to “think differently.” IDEXX solved this issue by analyzing continental U.S. shipping routes and transit times, alongside seasonal high and low temperatures, and calculating when and how products could optimally be packed and safely shipped. This work resulted in reducing the quantity of gel packs used to maintain cold temperatures during winter months, when products can be safely delivered in two days without impacting quality. This is an example of how taking a different approach can help us overcome obstacles in rolling out new environmental initiatives.



30. Projection based on the first three months of data available in 2023 compared to the same period in 2022.

# Responsible Internal Waste & Water Use

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

## Building for the Future to Minimize Impact

We continue to go even further with a thoughtful, holistic approach to new buildings with minimal impact. Recently built facilities in Scarborough, Maine, and Brisbane, Australia, exemplify this holistic approach to minimizing our impact on the environment, including internal waste and water use.



## New Horizon Center Facility, Scarborough, Maine

At our new Horizon Center facility in Scarborough, Maine, we have made focused efforts to minimize our impact on the surrounding wetlands and the environment.

### Storm Water Drainage Solutions

- + Protecting nearby wetlands and minimizing impact on local ecosystems through filtered high-risk storm drains to prevent contamination
- + Reducing storm water runoff and promoting ecosystem preservation through sustainable landscape design featuring native plants and minimized impervious surfaces, e.g., pavements

### Energy Saving and Efficiency Measures

- + Decreasing air conditioning usage with a white roof that reflects solar heat
- + Conserving energy through the installation of a sophisticated heat recovery system. This system captures heat from internal equipment and uses it to preheat or precool the building's air, reducing reliance on heating and air conditioning
- + Maximizing energy efficiency by optimizing the exterior building structure design and insulation, effective throughout all seasons



## New Core Lab, Brisbane, Australia

Our new core lab in Brisbane, Australia, is powered entirely by green electricity through rooftop solar and a renewable electricity supply contract with our utility provider. Additionally, the building was designed with a wide range of sustainability features:

- + Reduced energy costs for air conditioning through the use of a high-efficiency, air-cooled chiller, providing unparalleled seasonal energy efficiency
- + Enhanced energy recovery with air-to-air energy recovery units in the office space, preconditioning incoming fresh air while recovering exhaust air energy
- + Selected a location with close proximity to public transportation and bike paths to facilitate sustainable transportation for our employees

### Amplifying Our Impact for Climate Adaptation and Clean Water

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

#### **charity: water**

Currently in year three of a three-year initiative with charity: water, the IDEXX Foundation is supporting the construction of another 10 clean and safe drinking water hand pump wells in Malawi. To date, this initiative has funded 30 wells with United Purpose (UNP), one of charity: water’s local partners. 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.



Photo: charity: water

#### **Justdiggit**

The IDEXX Foundation continues to support Justdiggit’s climate adaptation projects in Northern Tanzania. This multiyear initiative has benefited an estimated 8,000 people in the region. Funding has contributed to the restoration of 50+ hectares of land through the establishment of water bund sites, with over 100 farmers receiving training in the project villages. Additionally, over 800 water-harvesting trenches have been constructed, which help harvest rainwater, reduce destructive erosion, and contribute to water availability for plant growth, further supporting the region’s climate resilience. Lastly, multiple grass seed enterprises, aiming to grow and produce grass seed, have been set up and are managed by ~75% women.



Photo: Justdiggit

#### **Sebago Clean Waters**

The IDEXX Foundation funded a three-year initiative with Sebago Clean Waters, aimed at advancing forest conservation and watershed protection projects. In 2023, this initiative supported the conservation of 394 acres along the Sebago Lake watershed, a water source for over 200,000\* people in Greater Portland, maintaining the integrity of the forest and watershed. These efforts not only safeguard drinking water supplies but also contribute to broader environmental benefits, such as carbon storage and wildlife habitat preservation.

\*Represents total drinking water supply population



Photo: Sebago Clean Waters

# Governance, Policies & Systems Infrastructure

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

In addition, we recognize that strong governance, policies, and systems infrastructure are necessary to enable alignment of our corporate responsibility goals and initiatives with our business strategy and Purpose, execution of those goals and initiatives and disclosure of meaningful environmental, social, and governance data and information.

We are committed to regularly assessing and, as necessary or advisable, enhancing our environmental, social and governance-related governance, policies, and systems infrastructure in line with our evolving environment and learnings. For example, IDEXX is subject to the European Union's Corporate Sustainability Reporting Directive, which will require IDEXX to report annually on certain environmental, social, and governance topics starting in 2026. IDEXX is currently preparing to comply with those reporting obligations, which include conducting a double materiality assessment and ensuring appropriate disclosure controls and procedures are in place.

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

## 2023 Highlights

### Execution of Our Robust Board Refreshment and Director Nominee Selection Process

Elected a new director with skills and experience aligned with our long-term strategic needs, using our robust board refreshment and director nominee selection process. Our process seeks and includes diverse candidates (including women and persons with racially or ethnically diverse backgrounds) in the pool of potential director nominees. Eight new independent directors have joined our Board of Directors since 2013.

### Implementation of Data Management Solution

Implemented a data management software solution to support the efficiency and governance of the collection of sustainability-related data.

### Introduction of New Tool and Process for Disclosing Conflicts of Interest

Introduced an automated tool and process for self-disclosing, resolving, and documenting potential conflicts of interest.





# 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 corporate responsibility goals and commitments and create sustainable, long-term value for our stakeholders. Our shareholders elect our Board of Directors, 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 [2024 Proxy Statement](#) or visit [Corporate Governance](#) at [www.idexx.com](http://www.idexx.com).

Our Board of Directors is comprised of 10 independent directors, including our Chair, as well as our CEO. Our Board has four standing committees, as listed below:

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

All of our standing 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 individuals who represent the full range of gender, race, ethnicity, and other dimensions of diversity of background, thought, and experience in the pool of potential candidates. 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, including the assessment of individual directors, 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

## 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. 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 [2024 Proxy Statement](#).

**91%** Director independence

**36%** Women<sup>31</sup>

**27%** Racial or ethnic diversity<sup>31</sup>

**9%** Identify as LGBTQIA+<sup>31</sup>

**9%** Disability<sup>31</sup>

<sup>31</sup>. Based on self-identification by members of the Board of Directors.

## 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 [2024 Proxy Statement](#):

### Corporate Responsibility and Environmental, Social, and Governance Matters

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

### 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 the [Global Ethics & Compliance](#) section of this report.

## Strategy and Risk Management

Our full Board reviews strategic risks and opportunities facing IDEXX, including environmental, social, and governance-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 & 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. This 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 [2024 Proxy Statement](#).

## Cybersecurity

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



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



M. Anne Szostak



Sam Samad



Sophie V. Vandebroek, PhD



# Global Ethics & 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 by 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 and part of every employee's responsibility.

## Annual

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

## 16

Code of Ethics available languages

## 95%+

of employees agree IDEXX conducts our business with the **highest** ethical standards<sup>32</sup>

<sup>32</sup>. 2023 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, complying with applicable laws and regulations, and representing IDEXX responsibly in the public arena.

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

Employees are expected to take time to:

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

Our Code of Ethics training program includes lessons on ethical business practices and how to report ethical concerns without fear of retaliation, and it reinforces that following IDEXX policies and procedures is a condition of employment. Our annual training program emphasizes different topics each year, and in 2023, it focused in particular on non-retaliation and social media. We impose consequences on active employees who fail to complete the required Code of Ethics training in a timely manner. The supporting Code of Ethics Resource Guide provides the policies, procedures, guidelines, toolkits, training materials, and answers to common questions for each section of the Code. Employees are required to annually review and acknowledge their commitment to our Code of Ethics within our global human resources system.

In 2023, as part of our continuous efforts to further promote honest and ethical conduct, we introduced an automated tool and process for self-disclosing, resolving, and documenting potential conflicts of interest, and we will continue the rollout to employees throughout the remainder of 2024. This tool and process builds upon our previous initiative to adopt a stand-alone Conflicts of Interest Policy to provide additional guidance and guardrails for employees.

Additionally, we have 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, 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 Chief Compliance Officer, 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 [2024 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 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 & 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 decision-making.

## 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 Compliance Officer, to identify and understand IDEXX’s material risks and assess related risk management and mitigation strategies, structures, and practices. Presented to all our senior executives and our Board, the result of this annual enterprise risk assessment process supports IDEXX’s ability to continue to build a better, more resilient business.

We continue to advance the integration of environmental, social, and governance risks into our enterprise risk assessment and management processes and environmental, social, and governance opportunities into our strategic and business planning. Discussion of what we believe are our most significant business risks is included in our [2023 Form 10-K](#), and climate-related risks and opportunities are highlighted in our [TCFD Index](#) in the Appendix.

The Board oversees our risk management activities and our corporate strategy. For more information, see our [2024 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 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 Data 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 Chief Compliance Officer. We endeavor to strengthen our compliance with existing and emerging global personal data privacy laws and promote internal practices to ensure we are transparent in our communication of our privacy practices and how we process personal information.

See our IDEXX [Global Privacy Policy](#) to learn more about how 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 internal Global Trade Compliance Policy and the supporting trade compliance program are designed to raise awareness among our employees, agents, and affiliates and to mitigate risk in such a complex and changing landscape.

## Managing Cybersecurity Risks

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

Our cybersecurity risk management program includes processes that incorporate and utilize certain principles from the National Institute of Standards and Technology Cybersecurity Framework, the COBIT 2019 Framework, and the IT Infrastructure Library Framework. The program aims to protect and preserve the security, availability, integrity, confidentiality, and privacy of our information systems and information residing on those systems and includes controls and procedures for the prevention, identification, containment, and remediation of cybersecurity threats through the use of various technologies, tools, policies, standards, and practices. For additional details about the features of this program and management's role, refer to the discussion under "Item 1C. Cybersecurity" in our Annual Report on [Form 10-K](#) filed with the SEC on February 22, 2024.

In December 2023, our Board delegated responsibility for overseeing our cybersecurity risk management program to the Audit Committee. In accordance with the Audit Committee's charter, the Audit Committee will throughout the year regularly review and discuss with management, including the Chief Information Officer and Chief Information Security Officer, cybersecurity program assessments and audits, planned improvements and the status of any information security initiatives, as well as risks from cybersecurity threats pertinent to us and any previous cybersecurity incidents experienced by us, including any material impact or reasonably likely material impact on the Company, our business strategy, results of operations, or financial condition. The Audit Committee will provide reports to the Board at each regularly scheduled Board meeting of the matters it has recently addressed, including relating to the oversight of our cybersecurity risk management, and the full Board may participate from time to time, as warranted, in the Audit Committee's sessions on cybersecurity risk management. In addition, in accordance with the Audit



Committee's charter, the Audit Committee will at least annually review and discuss with management, including our Chief Information Officer and Chief Information Security Officer, our processes, policies, procedures, and protocols related to cybersecurity and information security, and it is anticipated that the full Board will participate in this annual review. Outside advisors also may meet from time to time with the Audit Committee or Board, as warranted, to review and discuss cybersecurity matters.

Prior to December 2023, our entire Board oversaw cybersecurity risk management, and our Chief Information Officer and Chief Information Security Officer reviewed our cybersecurity risks and risk management program and activities with the Board at least annually. The Board also received additional updates on changes in our cybersecurity risks and related risk management program and activities from time to time throughout the year, as warranted. Management also shared, and will continue to share, the results of our annual enterprise risk assessment, which includes a review of cybersecurity risk, with our full Board.

## 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.

## Business Continuity and Resilience

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

We continually seek to invest in, strengthen, and mature our business continuity by incorporating key learnings from our responses to unplanned disruptions, including the COVID-19 pandemic. We also identify risks through our annual enterprise risk assessment, and we aim to strategically prioritize initiatives to further enhance our business continuity program to address and mitigate risks.

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

## Artificial Intelligence

We believe our future success significantly depends on our ability to continue to timely and cost-effectively enhance our existing differentiated product and service offerings, including by incorporating or continuing to incorporate artificial intelligence (AI) into our products and services and associated business processes. In fact, AI is incorporated into several of our products, including the IDEXX inVue Dx™ Cellular Analyzer, which is an AI-enabled cellular imaging platform, and IDEXX DecisionIQ™, which uses differentiated technology and AI to deliver next-step considerations alongside results and patient-specific insights.

We are committed to using AI responsibly, ethically, and in accordance with applicable laws and regulations. Along with the emergence of generative AI, as part of our 2023 enterprise risk assessment, management reviewed with the Board relevant risks related to generative AI and established a policy, governance framework, and management steering committee to monitor, oversee, and mitigate enterprise-level risk related to generative AI, including current and future operational, compliance, and regulatory risks.





# Appendix

# Data Summary

All data is 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	2021	2022	2023	Reference
<b>Total Company Revenue, U.S. Dollars (millions)</b>	3,215	3,367	3,661	About IDEXX and <a href="#">IDEXX.com</a> and <a href="#">Form 10-K</a>
<b>Income from Operations, U.S. Dollars (millions)</b>	932	899	1,097	
<b>Research and Development, U.S. Dollars (millions)</b>	161	255 <sup>33</sup>	191	
<b>Total Global Locations</b>	115+	115+	115+	
<b>Customer Locations, countries and territories</b>	175+	175+	175+	

33. \$255 million includes ~\$80 million in discrete R&D investments in 2022.

34. Square footage in accordance with GHG Protocol.

35. Water consumption for 47% of square footage.

36. Water consumption for 48% of square footage.

37. Water consumption for 42% of square footage.

Environment	2021	2022	2023	Reference	
<b>Greenhouse Gas Emissions, MT CO2e</b>					
<b>Scope 1 (fuels, natural gas, refrigerants)</b>	16,646	16,135	16,458	<a href="#">Climate Mitigation, Adaptation &amp; Resilience</a>	
<b>Scope 2 (electricity use)</b>	17,381	18,014	18,557		
<b>Total Scope 1 &amp; 2</b>	<b>34,027</b>	<b>34,149</b>	<b>35,015</b>		
<b>Scope 1 &amp; 2 buildings (without vehicles)</b>	26,027	27,501	27,221		
<b>Square footage (millions)<sup>34</sup></b>	2.3	2.5	2.7		
<b>Building emissions intensity (MT CO2e/ 1,000 square feet)</b>	11.32	11.00	10.08		
<b>Energy Use, MWh</b>					
<b>Total energy use from renewable sources</b>	252	3,909	5,619		
<b>Total energy use from non-renewable sources</b>	55,973	58,631	62,902		
<b>Total Energy Use</b>	<b>56,225</b>	<b>62,540</b>	<b>68,521</b>		
<b>Water Consumption</b>					
<b>Water use, cubic meters</b>	89,450 <sup>35</sup>	87,820 <sup>36</sup>	81,968 <sup>37</sup>	<a href="#">Responsible Internal Waste &amp; Water Use</a>	
<b>Water intensity (cubic meters/1,000 square feet)</b>	82.75	71.94	71.82		



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

Governance	2021	2022	2023	2024	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%	91%	
<a href="#">Commitment to board diversity, including racial, ethnic, and gender diversity</a>	Yes	Yes	Yes	Yes	
<a href="#">Board of Directors, % women<sup>31</sup></a>	30%	30%	30%	36%	
<a href="#">Board of Directors, % racially or ethnically diverse<sup>31</sup></a>	20%	20%	20%	27%	
<a href="#">Board of Directors, % identify as LGBTQIA+<sup>31</sup></a>	*	10%	10%	9%	
<a href="#">Board of Directors, % have disability<sup>31</sup></a>	10%	10%	10%	9%	
<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

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

38. In 2024, oversight of cybersecurity risk management was delegated to the Audit Committee.

39. For the five-month period ended May 31, 2024.

Governance	2021	2022	2023	2024	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 <sup>38</sup>	
<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="#">Global Ethics &amp; Compliance</a>
<a href="#">Policy on Political Contributions and Public Policy Engagement</a>	Yes	Yes	Yes	Yes	
<a href="#">Monetary losses as a result of legal proceedings associated with bribery and corruption</a>	No	No	No	No <sup>39</sup>	

# Sustainability Accounting Standards Board (SASB) Index

Primary SICs Industry: Medical Equipment and Supplies Industry

All data reflects metrics for the year ended December 31, 2023, unless otherwise noted.

Report Dimension	General Issue Category Accounting Metric	Code	Location/Response
<a href="#">Governance, Policies, &amp; Systems Infrastructure</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</a> section of our report for additional information regarding our pricing strategy.
<a href="#">The Care We Advance</a>	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.
	<b>Product Safety</b>		
	Number of recalls issued, total units recalled	HC-MS-250a.1	OPTI Medical products are subject to FDA regulations and were not subject to any 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, Policies, &amp; Systems Infrastructure</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 with the licensing, registration, and other regulatory requirements that govern our ability to import, promote, and sell our products and provide our services. Please see our <a href="#">Ethical Marketing</a> section for more information.
<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. Please also see our <a href="#">Circular Economy &amp; Product Stewardship</a> section.
	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 2023, IDEXX had over 30 product types available to be repaired globally. In addition, IDEXX supports recycling programs available to European Union customers. Please see the <a href="#">Circular Economy &amp; Product Stewardship</a> section for more information about our products available for take back. (2) IDEXX donates non-IP related equipment and furniture by partnering with local nonprofits and educational facilities who reuse and repurpose items. In 2023, we donated 52 pieces of non-IP equipment and furniture, as well as other perishable supplies.
<a href="#">Governance, Policies, &amp; Systems Infrastructure</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="#">Supply Chain Management &amp; Human Rights</a> section for more information.

Report Dimension	General Issue Category Accounting Metric	Code	Location/Response
<a href="#">The People We Support</a>	<b>Supply Chain Management</b>		
	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="#">Supply Chain Management &amp; Human Rights</a> section 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> .
<a href="#">Governance, Policies, &amp; Systems Infrastructure</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 <a href="#">IDEXX 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. 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> .
<a href="#">The People We Support</a>	<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 Snapshot</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="#">Employees Around the Globe</a> section.

# 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 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 quarterly climate-related issues and progress on environmental footprint reduction. The Environmental Sustainability Steering Committee includes senior management from Operations, Supply Chain, Legal, Human Resources, Technology, Research and Development, and key business functions. Climate information is disseminated regularly from the Environmental Sustainability Steering Committee to our Corporate Responsibility Executive Committee, which includes the Chief Executive Officer (CEO), Chief Financial Officer (CFO), General Counsel, 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 towards managing environmental, social, and governance 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 towards our environmental goals and assist with updates and

recommendations provided to the Environmental Sustainability Steering Committee.

We continually monitor the external environmental, social, and governance 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 regulatory change or a greater focus on climate issues by stakeholders across the marketplace. While IDEXX believes that many climate change-related issues may only affect us over medium and long-term time horizons, one factor that poses short-term risk to our business is acute physical risk. As detailed in our risk table below, increased frequency and severity of extreme weather events could impact IDEXX suppliers, manufacturing locations, logistics, and/or customers in the short term. In response to this and all climate-related risks and opportunities we have identified, we developed a sustainability 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 Resilience

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

## Stakeholder Engagement

Stakeholder engagement is critical for IDEXX to understand priority sustainability topics and take in all perspectives on the best path forward on environmental issues. We 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°C~4°C) for emissions reductions and climate impacts, as shown in figure 1. Key variables assessed included GHG emissions, energy consumption, and carbon price physical impacts, including temperature change, heat wave, and rainfall.

### Strategic Implications

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

## 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°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°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°C trajectory.

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

Figure 1

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 current 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	Moderate	<p><b>Risk of rising temperatures and sea level</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 fewer raw materials. IDEXX could capitalize on this market shift through our products that are designed for longevity and our network of regional service depots that can repair products and send them back into local markets.</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 annual enterprise risk management program led by our Chief Audit Executive in partnership with our Chief Compliance Officer. We identify, monitor, assess, and communicate these risks to help inform our operating and investment decisions.

## Metrics & Targets

- 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 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 of 37.8% reduction by 2030, using a 2021 baseline. IDEXX has compiled GHG emission footprint data since 2019. The most recent three years of GHG emissions data are shown below.

Year	2021	2022	2023
Scope 1, MT CO2e	16,646	16,135	16,458
Scope 2, MT CO2e	17,381	18,014	18,557
<b>Scope 1 &amp; 2, Total MT CO2e</b>	<b>34,027</b>	<b>34,149</b>	<b>35,015</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 corporate responsibility goals and commitments.







# Index of Policies, Commitments, & Disclosures

[Code of Ethics ▶](#)

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

[Conflict Minerals Policy ▶](#)

[Corporate Governance Guidelines ▶](#)

[Equal Employment Opportunity Disclosure ▶](#)

[Equal Employment Opportunity Statement ▶](#)

[Ethics Hotline ▶](#)

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

[France Gender Pay Gap Report ▶](#)

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

[Global Privacy Policy ▶](#)

[Global Whistleblower Policy ▶](#)

[Modern Slavery Statement ▶](#)

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[Supplier Code of Conduct ▶](#)

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[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 ▶](#)

[Australia Workplace Gender Equality Report ▶](#)

*Select IDEXX in Employer Results*

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

# Forward-Looking Statements

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

Forward-looking statements may be identified by the use of words such as “aim,” “anticipate,” “believe,” “could” “continue,” “estimate,” “expect,” “intend,” “may,” “objective,” “plan,” “potential,” “project,” “seek,” “should,” “target,” “will,” comparable words or phrases, the negative version of these words or phrases or by using future dates in connection with any discussion of future performance, actions, or events. Forward-looking statements contained in this Report include our corporate responsibility goals, targets, and commitments, the description of actions, plans or steps we expect or intend to take, or are currently taking, to achieve those goals, targets, and commitments, including initiatives related to our GHG emission reduction strategy, planned launches of products and services, anticipated expansions of product menus and capabilities, and climate-related opportunities identified as part of our scenario analysis. In addition, with respect to opportunities identified in our scenario analysis or otherwise described in this Report, we may not capitalize on some or all of the opportunities in the time horizons indicated or at all and if we do seek to capitalize on such opportunities, we may not do so satisfactorily or such opportunities may not have the intended impact or benefits to us.

No forward-looking statement can be guaranteed, and actual results may differ materially from those expressed or implied in these forward-looking statements. You should not place undue reliance on forward-looking statements, which speak only as of the date of this Report. We undertake no obligation, and expressly disclaim any obligation, to publicly update any forward-looking statement, whether as a result of new information, future events, or otherwise. Forward-looking statements should be carefully evaluated together with the many risks and uncertainties that affect our business, including, among others, those mentioned in the risk factors and cautionary statements in our 2023 Annual Report on [Form 10-K](#), and that are otherwise described or updated from time to time in our subsequent filings with the U.S. Securities and Exchange Commission.

## **IDEXX Laboratories, Inc.**

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