

# SUSTAINABILITY AT TECAN.

## 10 KEY POINTS.



### 01. Sustainability Governance

Tecan has a Sustainability Committee, chaired by our CEO, and a global sustainability program. Our Sustainability Report, part of Tecan's Annual Report, is drafted to GRI (Global Reporting Initiative) standards and is accessible online [here](#) and as a downloadable [PDF](#).

Tecan has a defined approach to managing its climate impact and the transition to a circular economy, including by implementing eco-design principles in product research and development, and optimizing product lifespan.

### 02. Environment




### 03. Environment

Tecan has near-term and long-term scope 1, 2 and 3 greenhouse gas emissions reduction targets validated by the Science Based Targets initiative and will use 100% renewable electricity by 2025.

Tecan strives to create an innovative and positive workplace culture, enabling a beneficial social impact and strengthening business performance. Tecan has global programs and has been certified a Great Place to Work™ in Switzerland, Austria, Germany and the US.

### 04. Social Impact




### 05. Social Impact

Diversity, equity and inclusion are promoted at Tecan through flexible working arrangements, mentoring, dedicated Employee Resource Groups and a commitment to building an inclusive culture.

Tecan maintains strong governance and ethical standards, as set out in its [Code of Conduct](#) and [supporting policies](#).

### 06. Governance




### 07. Governance

Executive compensation is linked to sustainability achievements: The variable pay of Tecan's senior management is linked to Tecan's sustainability targets, as described in the company's [Governance Report](#).

Tecan's [Human Rights and Responsible Business Practices](#) policy sets out the company's commitments to stakeholders throughout its value chain.

### 08. Responsible Sourcing




### 09. Sustainability Reporting

Tecan is committed to transparency and reports on the above topics and more in its [Annual Report](#), as well as through a number of other platforms. Selected ratings in the table below.

Survey	2024 Rating
CDP	C
EcoVadis	Silver, 66/100
My Green Lab	Silver
S&P CSA	50/100, 90 <sup>th</sup> percentile
WDI	81/100

### 10. Sustainability Ratings

