

Corporate ESG Overview

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SAFE HARBOR

This presentation contains "forward-looking" statements within the meaning of the Private Securities Litigation Reform Act of 1995, including, but not limited to, statements relating to estimates and projections of future earnings per share, cash flow and revenue growth and other financial results, developments relating to our customers and end-markets, and plans concerning business development opportunities, acquisitions and divestitures. Words such as "believes," "intends," "anticipates," "plans," "expects," "projects," "forecasts," "will" and similar expressions, and references to guidance, are intended to identify forward-looking statements. Such statements are based on management's current assumptions and expectations and no assurances can be given that our assumptions or expectations will prove to be correct. A number of important risk factors could cause actual results to differ materially from the results described, implied or projected in any forward-looking statements. A detailed description of these risk factors can be found under the caption "Risk Factors" in our most recent quarterly report on Form 10-Q and in our other filings with the Securities and Exchange Commission. We disclaim any intention or obligation to update any forward-looking statements as a result of developments occurring after the date of this presentation.

In addition to financial measures prepared in accordance with generally accepted accounting principles (GAAP), this presentation also contains non-GAAP financial measures. A reconciliation of these measures to the most directly comparable GAAP measures is included in the embedded [hyperlink](#) and is available on the "Investor Events" section of our website at ir.perkinelmer.com.



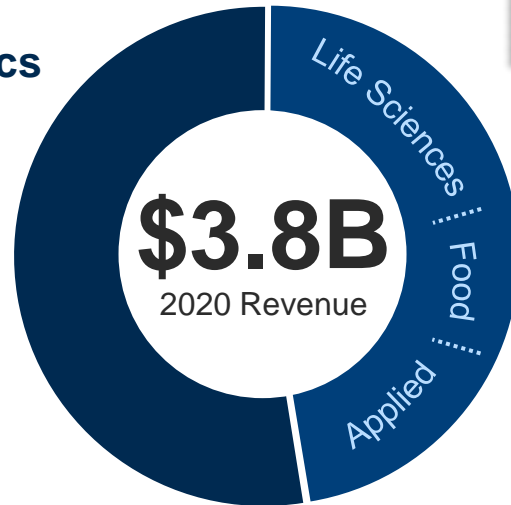
Contents

- 1 **PKI Overview**
- 2 **Our ESG Strategy**
- 3 **Future Outlook**



PKI AT A GLANCE

Diagnostics (Dx)



+15%
increase to LS/Dx mix

Discovery & Analytical Solutions (DAS)



AMERICAS



EUROPE



APAC

+10%
global revenue

...supported by 15,000 global employees spanning ~40 countries



CONSUMABLES
SERVICES
SOFTWARE



INSTRUMENTS

+15%
recurring revenue

Select Portfolio Additions

~\$9B
deployed capital*

horizon
INSPIRED CELL SOLUTIONS

Oxford
Immunotec

OMNI
International

美正集团
MEIZHENG GROUP

Tulip
Group

ids
Immunodiagnostic Systems

vanadis
diagnostics

EUROIMMUN

Nexcelom
Bioscience

SIRION
BIOTECH

cisbio
INTERACTION IS EVERYTHING

BioLegend®
Enabling Legendary Discovery™

* Includes Biolegend, Nexcelom Bioscience, Sirion Biotech, and IDS acquisitions

Key: **vs 2015**

PKI HAS RECENTLY UNDERGONE A PORTFOLIO TRANSFORMATION

Select Portfolio Additions



T-Cell
Expertise

Flow
Cytometry

ChLIA
Automation

Specialty
Dx Menu

Multiplex
Dx

Molecular
Sample
Prep

Cell &
Gene
Therapy

Proteo-
genomics

Cell
Counting &
Analysis

Stem Cells

Base
Editing

Neuro-
science

Viral
Vectors

Expanded capabilities in fast-growing LS and Dx end markets



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WHAT ESG MEANS TO PKI

Targeted actions...

ENVIRONMENTAL

When it comes to environmental sustainability, we take our mission of “innovating for a healthier world” literally

Focus and priorities:

- ✓ Carbon emissions
- ✓ Water conservation
- ✓ Energy conservation
- ✓ Hazardous waste
- ✓ Product sustainability

SOCIAL

We believe that innovating for a healthier world starts with taking care of our people and our communities

Focus and priorities:

- ✓ Volunteerism
- ✓ Philanthropy
- ✓ Diversity, equity, & inclusion
- ✓ Education & professional development
- ✓ Employee Satisfaction

GOVERNANCE

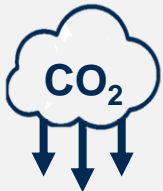
Sound corporate governance is a crucial component of PerkinElmer’s guiding business philosophy

Focus and priorities:

- ✓ Climate change & compliance
- ✓ Business ethics
- ✓ Alignment with industry standards
- ✓ Risk assessment and readiness
- ✓ Data privacy and security

...to achieve meaningful goals:

1 EMISSIONS REDUCTION



Reach net carbon neutrality by 2040 & 30% reduction of Scope 1 & 2 Emissions by 2030 (vs. 2019)

2 WASTE REDUCTION



Achieve 15% reduction in non-hazardous / non-recyclable waste going to landfills by 2025

3 EMPLOYEE SATISFACTION



Consistent employee satisfaction >75% and reduce voluntary turnover to <10%

4 FEMALE REPRESENTATION



Increase female representation in leadership positions to 40% by 2025

ENVIRONMENTAL OVERVIEW

1

EMISSIONS
REDUCTION

STATED GOAL

30% reduction of Scope 1 & 2 Emissions by 2030 (vs. 2019) and **net carbon neutrality** by 2040

PROGRESS

Decreased 2020 scope 1 and 2 emissions by **8.5%**

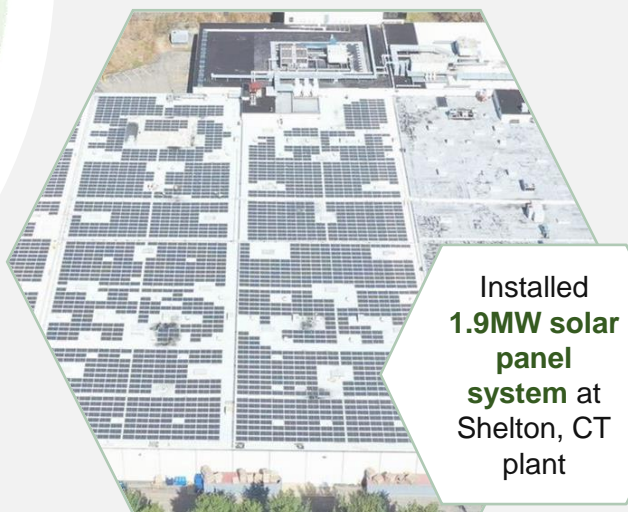
2

WASTE
REDUCTION

Achieve **15% reduction** in non-hazardous / non-recyclable waste going to landfills by 2025

5.2 tons of laboratory equipment, **122 tons** of packaging materials, and **19.8 kilograms** of batteries collected and recycled from PKI facilities

OTHER ENVIRONMENTAL INITIATIVES



Installed **1.9MW solar panel system** at Shelton, CT plant



Hazardous waste volumes **decreased 15%** in 2020

Water usage intensity **declined 15%** in 2020

Water reclamation system to reduce waste in chip fabrication plant



SOCIAL OVERVIEW

3 EMPLOYEE SATISFACTION

STATED GOAL

Consistent employee satisfaction **>75%** and reduce voluntary turnover to **<10%**

PROGRESS

77% employees share critical feedback, with average **7.8 / 10** engagement score for employee motivation, commitment, and connection to the company

4 FEMALE REPRESENTATION

Increase female representation in leadership positions to **40% by 2025**

45% YTD leadership positions have been filled by female candidates

OTHER SOCIAL INITIATIVES

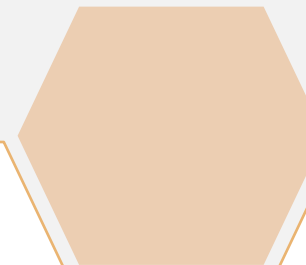
Donated **1 million rapid COVID-19 antigen tests** to combat the pandemic in India



Seeded **\$10M charitable foundation** for employee donation matching



1st company-wide Employee Resource Group: **PKI Women's Forum**



Headline sponsor for Africa Healthcare Week Online



GOVERNANCE OVERVIEW

KEY GOVERNANCE INITIATIVES



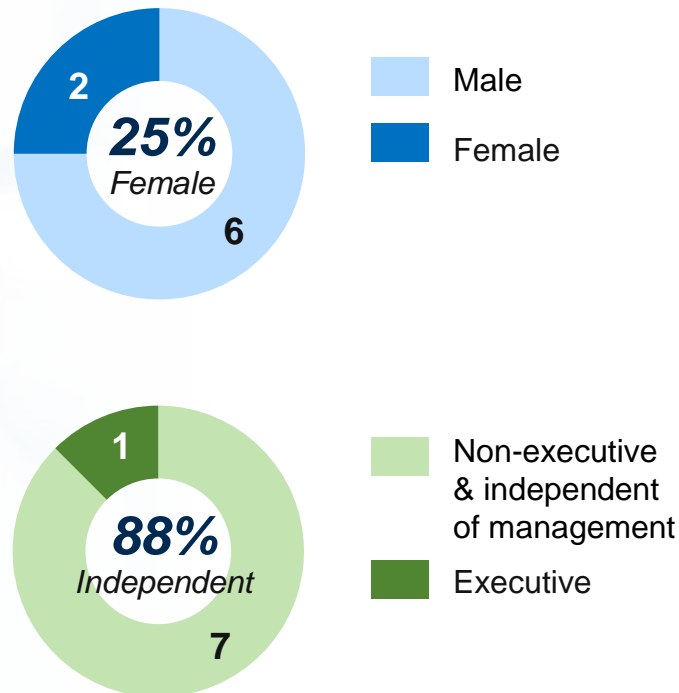
BOARD OVERVIEW

Skills & Experience

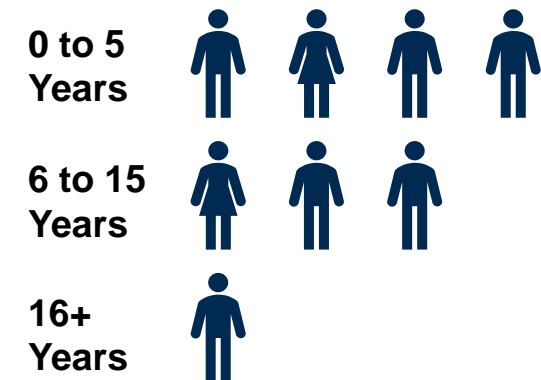
Percent of Board Members with Relevant Skills / Experiences:



Independence & Gender Diversity



Tenure



Key Committees

	Meetings Chair	
<i>Audit</i>	9	Indep.
<i>Comp & Benefits</i>	7	
<i>Nominating & Gov</i>	6	Indep.

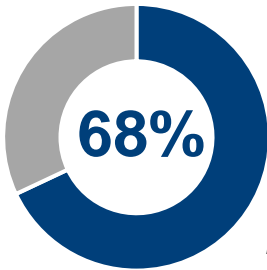
100% of Board subject to annual re-election

EXECUTIVE COMPENSATION HIGHLIGHTS

Aligns with Stockholder Interests

Compensation has a balanced focus on **stock price appreciation** and the **achievement of financial metrics** that are **drivers of long-term shareholder value creation**

Position		Ownership Requirement
CEO / Chairman	→	5X annual base salary
Exec & SVP	→	2X annual base salary
VP	→	1X annual base salary



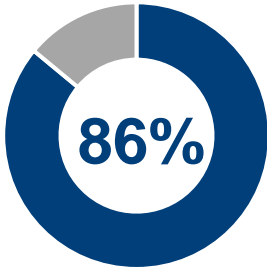
of CEO target compensation is in the form of **equity awards**

Includes restricted stock, PRSUs, and stock options

Aligns Pay with Performance

Annual (Short-Term) Cash Incentive Bonus

50%	35%	15%
Organic Revenue Growth	Adjusted EPS	FCF
Reflection of focus on growing core businesses	Focus on revenue & profitability growth, critical to creating shareholder value	Indicates efficient operating performance



of CEO target compensation is **“at-risk”** to align with the pay-for-performance philosophy

Note: ESG targets to be evaluated for addition to Executive Compensation equation in 2022.

EXECUTIVE COMPENSATION PRINCIPLES & BENCHMARKING

✓ *What We Do:*

- ✓ **Clawback policy** on incentive plans & certain stock option gains
- ✓ Meaningful **stock ownership guidelines** for execs & directors
- ✓ **Regular review** of exec compensation & benefit program through **independent committee** that meets regularly without management
- ✓ Retain **independent third-party consultant** on compensation
- ✓ Annual **shareholder advisory vote** on compensation program
- ✓ Significant portion **tied to company performance**
- ✓ Annual compensation **risk assessment process**
- ✓ **Compensation evaluation against competitive company peer group** occurs annually

✗ *What We Don't Do:*

- ✗ No **hedging or pledging** of company stock
- ✗ No **excise tax gross-ups**
- ✗ No **option repricing** without stockholder approval
- ✗ No **unnecessary risk taking** in our compensation programs
- ✗ No **single trigger equity vesting** upon change in control

*CEO Compensation vs Pay Peer Group**

**Relative Total Shareholder
Return (TSR) for
Long-Term Incentives**

59th Percentile

*for three-year period (2018-2020)
in comparison to PKI's adjusted
peer group companies*

ALIGNED WITH SUSTAINABILITY-FOCUSED INITIATIVES AND REPORTING

Commitment to transparency and continuous improvement by aligning with sustainability-focused reporting formats



Standardized disclosures of financially material sustainability information

- *Product safety* – zero product safety violations or alerts
- *Ethical marketing* – zero legal proceedings associated with false marketing claims
- *Product design* – rigorous verification and validating
- *Supply chain* – 3rd party audits for PKI and its suppliers’ manufacturing and product quality
- *Business ethics* – zero legal proceedings from corruption / bribery



Disclosures to help identify what companies are doing to mitigate risks of climate change



Disclosure system for investors and companies to manage environmental impact

- *Carbon emissions* – In 2020, scope 1 and 2 emissions decreased 8.5%
- *Water consumption* – 2020 water usage intensity declined 15% (adjusted for revenue growth)

Driving impact by aligning with Science-based emission reduction targets



Helps companies set emission reduction targets in line with climate science

- PKI is committed to 30% reduction in Scope 1 and 2 Emissions by 2030
- Emissions commitments aligned with past Science Based Targets framework; PKI will continue to re-evaluate and increase its commitments as SBTi standards evolve



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We Rate Well Relative To Our Peers

MSCI



In 2021, PerkinElmer received a rating of BBB in the MSCI ESG Ratings assessment

Sustainalytics

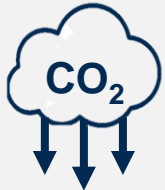
ESG Risk:	Rating	Ranking	
	<div> <div>Negligible</div> <div>Low</div> <div>Med</div> <div>High</div> <div>Severe</div> </div> <div> <div>0-10</div> <div>10-20</div> <div>20-30</div> <div>30-40</div> <div>40+</div> </div>		
ThermoFisher Scientific	14.2	4	out of 998
Agilent	16.5	7	out of 998
QIAGEN	16.5	8	out of 998
PerkinElmer	18.3	22	out of 998
Waters	18.3	23	out of 998
biotechne	19.3	30	out of 998
eurofins	19.7	35	out of 998

Sources: MSCI's ESG Ratings Report of PKI as of 10/2021; Sustainalytics Ratings Report of PKI as of 10/2021
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KEY ESG GOALS MOVING FORWARD

PRIORITIZED GOALS:

1 EMISSIONS REDUCTION



2 WASTE REDUCTION



3 EMPLOYEE SATISFACTION



4 FEMALE REPRESENTATION



PROGRESS TO DATE:

- ✓ **Decreased 2020 scope 1 and 2 emissions by 8.5%**
- ✓ *UK team converted all company cars to hybrid vehicles*
- ✓ *Piloting a dashboard to track carbon emissions saved as a result of remote sessions with customers in EMEA*

- ✓ **Decreased 2020 hazardous waste volumes by 15%**
- ✓ *Hired environmental engineer to reduce hazardous waste*
- ✓ *Shipping locations implemented programs to reuse boxes and packaging materials*
- ✓ *Companywide recycling programs*

- ✓ **7.8 / 10 engagement score for employee motivation, commitment, and connection to the company**
- ✓ *77% employees share critical feedback*
- ✓ *Implemented new learning resources: BetterUp and PerkinElmer Leadership Academy*

- ✓ **45% YTD leadership positions filled by female employees**
- ✓ *Launched first companywide Employee Resource Group: PerkinElmer Women's Forum*
- ✓ *International Women's Day celebrations and events*



PerkinElmer[®]

For the Better

ONE MISSION
Countless Opportunities



SASB index

Accounting Metric	SASB Code	Response
Affordability and Pricing		
Ratio of weighted average rate of net price increases (for all products) to the increase in U.S. Consumer Price Index	HC-MS-240a.1	PerkinElmer does not disclose this data. Please see the Ethical Marketing section of our 2021 Corporate Responsibility report for additional detail.
Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Pricing provided by PerkinElmer to customers varies by business line but includes electronic, telephonic, and mail quoting disclosures. Pricing is dependent upon geographic region, customer type, type of channel, and other factors. Some business lines (ex. Service/Informatics) also operate under multi-year contractual arrangements
Product Safety		
Number of recalls issued, total units recalled	HC-MS-250a.1	During 2020, PerkinElmer had zero recalls that were reported to the FDA. There were four product recalls that were reported to non-U.S. national regulatory authorities that were corrected or removed from the market.
List products listed in FDA's MedWatch Safety Alerts for Human Medical Products database	HC-MS-250a.2	There are no products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database which can be found here: https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program
Number of fatalities related to products as reported in FDA Manufacturer and User Facility Device Experience	HC-MS-250a.3	None
Number of FDA enforcement actions taken in response to violations of cGMP by type	HC-MS-250a.4	None
Ethical Marketing		
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	None
Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	We represent our products and services in a truthful and balanced way and comply with applicable regulatory and legal requirements governing our products and services' marketing and sale. We promote our diagnostic products solely based on their approved usages and maintain a robust internal review process to assure all marketing and external communications adhere to these requirements.

Accounting Metric	SASB Code	Response
Product Design and Lifecycle		
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	See Product Governance pg. 12 of Corporate Social Responsibility report
Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies, in metric tons	HC-MS-410a.2	See Product Governance pg. 12 of Corporate Social Responsibility report
Supply Chain		
Percentage of entity's facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	All medical device facilities at PerkinElmer under ISO 13485 are subject to annual audits by Notified Bodies. Non-medical facilities operating under ISO 9001 are audited a minimum of once every three years by Registrars.
Percentage of Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	PerkinElmer does not currently report the percentage of Tier 1 supplier facilities participating in third party audit programs for manufacturing or product quality.
Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	Our traceability through the supply chain is managed through our service provider, TPP, who performs due diligence on all the components we use. Through its efforts to all our suppliers, we are able to identify non-compliant materials and non-hazardous replacements. We perform due diligence for all relevant regulatory substances including, RoHS, REACH, California Prop65, and the presence of conflict minerals. Supplier documentation is obtained to verify all compliance requirements.
Description of the management of risks associated with use of critical materials	HC-MS-430a.3	Please refer to PerkinElmer's most recent Conflict Minerals Report: https://www.sec.gov/Archives/edgar/data/31791/000119312521177866/d61273dex101.htm And Supplier Code of Conduct: https://www.perkinelmer.com/PDFs/downloads/Supplier-Code-of-Conduct.pdf
Business Ethics		
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	We have adopted the AdvaMed code through our updated Supplemental Code of Ethics (SCoE) which reflects our commitment to ethical practices in developing, testing, marketing and selling our products, and consolidates legal and regulatory requirements, together with guidance and best practices from a number of sources including the Department of Health and Human Services' Office of the Inspector General publications on prevention of Fraud, Waste and Abuse.

BOARD MEMBER DETAIL

Board Member	Position	Skills	Tenure (Years)	Link
Prahlad Singh, PhD	President & CEO, PKI	Leadership of global innovators in healthcare technology, detailed understanding of core technologies and operational strategies	2	Executive
Peter Barrett	Former PKI Executive Partner, Atlas Venture	Life sciences leadership and institutional investment, deployment of strategic growth initiatives, performance of governance obligations	9	Former Executive
Samuel R. Chapin	Retired EVC, BoA Merrill Lynch	Industrial marketplace knowledge as well as deep expertise in strategic advisory, M&A, and deal financing	4	Independent
Dr. Sylvie Grégoire, PharmD	Advisor to biotech companies Former President of Human Genetic Therapies division of Shire plc	Strategic direction oversight and management of commercial operations, manufacturing and regulatory affairs in biotech industry	6	Independent
Alexis P. Michas	Non-Executive Chairman, PKI Managing Partner, Juniper Investment Company, LLC	Private equity experience, transactional expertise in M&A, IPOs, debt and equity offerings, and bank financing, and global debt and equity market trends and the impact on capital structure	20	Independent COB
Michel Vounatsos	CEO, Biogen Inc.	Biotech, healthcare and pharmaceutical industry knowledge, global leadership background, and medicine and business educational background	1	Independent
Frank Witney	Former CEO, Affymetrix, Inc.	Deep market knowledge across life sciences, diagnostics, and analytical instruments industries	5	Independent
Pascale Witz	Former EVP, Diabetes & Cardiovascular, Sanofi, S.A.	Global healthcare management, product launch, pipeline strengthening, and R&D expertise	3	Independent

100% of Board subject to annual re-election