



A GLOBAL LEADER IN
**TESTING AND
LABORATORY
SERVICES**

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TESTING FOR

LIFE

900+ LABORATORIES
CA. 62,000 EMPLOYEES

OVER 450 MILLION TESTS PERFORMED EVERY YEAR
WE'RE HERE TO KEEP OUR WORLD SAFE

Since 1987, our network of companies has experienced exponential growth, from 3 to ca. 62,000 employees, and now generates over €6 billion in annualised revenues. Since our IPO, our shares have not only vastly outperformed the markets but match the best in the world for total shareholder returns. We are proud to be a global leader in food, environment, pharmaceutical and cosmetic product testing, as well as in discovery pharmacology, forensics, advanced material sciences and agrosience Contract Research services. We are also a market leader in laboratory services for genomics and to support clinical studies, as well as in BioPharma Contract Development and Manufacturing. Eurofins has also built a rapidly developing global presence in clinical diagnostic testing.

But it is the people behind the numbers that really count. Our people who carry out testing and analyses every day in our global network of laboratories to make our planet a safer and better place to live for millions of people. We're proud of what we've achieved and of our positive impact on the world.

The air we breathe, the food we eat, the water we drink, the everyday products we use, the diagnostic techniques, treatments and medicines we rely on when we are unwell – so often we take them for granted. Our continuous innovation and vigilance mean you can trust the products you consume and the environment you live in. As we go about our daily lives, many of us scarcely notice the complex processes, scientific endeavour and rigorous testing that keep us, and the environment around us, safe and well.

As a world leader and innovator in analytical testing, Eurofins companies are the quiet heroes that stand between you and the hazards of an ever-changing, highly complex world. All the time, we're finding new ways to test the produce and products you love, supporting new vaccine and drug development, helping the police to solve crimes, and so much more.

DAY IN, DAY OUT, WE ARE TESTING FOR LIFE

OUR STORY

THE VISION OF A BETTER AND SAFER LIFE FOR EVERYONE

Eurofins has come a long way since it was founded as a single, small laboratory in Nantes, France with just three employees.

From day one, we have had the vision of a healthy and safe life for everyone on earth – and our success story is the contributions we've made towards transforming that vision into a reality. We're recognising what we've achieved over the past few decades and the difference we make every day as we continue Testing for Life.

One breakthrough technology was at the start of the company that became the global name for Testing for Life.

From the beginning, Eurofins was driven by a passion to use cutting-edge science to improve safety and verify the authenticity of the products we consume. In 1987, Gilles Martin purchased the rights to a ground-breaking testing technology using Nuclear Magnetic Resonance to detect whether sugar had been added during the wine-making process to increase the alcohol content. In the following years, the patented SNIF-NMR® technology was applied to fruit juices, natural flavours and other non-

alcoholic beverages, picking up sophisticated fraud that traditional testing methods failed to detect. Indeed, even now, the SNIF-NMR® technology has not been equalled for detecting certain types of adulteration and still generates about €1 million annual revenues. Ever since, Eurofins companies have often been the first in the world to develop new testing technologies that have a positive impact on day-to-day life.



1987-1997

The Start-up Phase

In 1987, Eurofins was founded and purchased the rights to ground-breaking testing technology SNIF-NMR®, which could detect whether sugar had been added during wine-making. In 1988 and 1989, the technology was expanded to verify the origin and purity of other products, including fruit juices and natural flavours.



1997-2001

Expanding the Technology Portfolio

In 1997, our IPO in Paris helped fund our rapid geographic expansion. The strategy was to join forces with the best laboratories, with the brightest talent and most exciting technologies, in order to build a leading position in core markets – Food, Pharma and Environment testing. By 2001, we were present in eight countries and had a network of more than 50 laboratories.

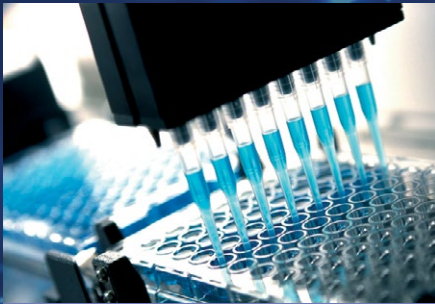


2002-2004

Establishing the Infrastructure for Europe

This was a period of foundation building, developing the infrastructure to support growth and improve service to customers. Bigger and more productive sites were developed, allowing Eurofins companies to drive higher sales and productivity through economies of scale, while a unified IT platform provided each client access to this now global business. Despite our rapid growth, we retained a start-up's passion for innovation and ground-breaking science by structuring our laboratories as centres of excellence, nurturing talent and funding research.

OUR STORY



2005-2008

Breaking into New Markets and Becoming a Global Reference

With these building blocks laid, Eurofins turned its attention to new markets and geographies, including China, Sweden, Norway and Ireland, while continuing to invest significantly into consolidating our market-leading positions. It was a period of further technological advancements, reaching a portfolio of 25,000 analytical methods by 2008.



2009-2011

Defying the Global Financial Crisis

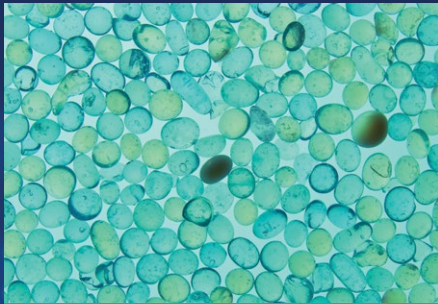
During the recession, the requirement for safe food and water, effective pharmaceutical products and a safe environment did not cease, and we continued to meet these global needs. Despite a period of worldwide economic austerity, Eurofins' organic growth remained positive throughout, proving the resilience of our core businesses. By 2011, we were present in 30 countries with over 10,000 employees.



2012-2015

Becoming a One Billion Euro Business

In 2012, we celebrated not only 15 years since our IPO, but also reached the milestone of becoming a one-billion-euro annual revenue business. Around the same time, we achieved a number of new global market leadership positions, becoming the market leader in discovery pharmacology globally, in the Japanese genomics testing market, and in the Brazilian food testing market. In 2013, Eurofins became the second largest food testing service provider in the USA. We also entered the specialty clinical diagnostics market for the first time in 2014, with the acquisition of ViraCor-IBT.



2015-2023

Building the Infrastructure of a Global Leader in Testing for Life

By 2015, we had doubled in size once again to become a two-billion-euro company. A 5-year growth plan was formulated, with the objective of doubling in size again by 2020. In spite of the COVID-19 pandemic, we vastly exceeded this goal, surpassing €5 billion in revenues in 2020. This was a period of significant investment into developing bespoke IT Solutions and to become a global network of fully digital, state-of-the-art laboratories. In 2017-2018, Eurofins completed over 100 acquisitions and we became the market leader in food and environment testing in North America.



2024 onwards

Looking to the Future

Eurofins entered 2024 with ca. 62,000 staff across a network of over 900 laboratories in 62 countries, offering a portfolio of over 200,000 analytical methods and with 2023 revenues of over €6.5 billion. Having established our best-in-class global laboratory infrastructure in Europe and North America, we now turn to a new phase of development, with a particular focus on operational excellence, investment in innovation and digitalisation, as well as on expansion in Asia and Latin America. Thanks to our very large investments in laboratories, state-of-the-art testing equipment and bespoke IT solutions, we're ready to continue to set standards in service and innovation in Testing for Life.

OUR VISION

Our long-term aspiration

To be the Global Leader in Testing for Life.

OUR MISSION

Why we are here - the cause/purpose of our business

To contribute to a safer and healthier world by providing our customers with innovative and high quality laboratory, research and advisory services whilst creating opportunities for our employees and generating sustainable shareholder value.

OUR VALUES

What we stand for/what is important for us

Customer focus

- Delivering customer satisfaction by listening to and exceeding customer expectations
- Adding value for our customers through our services
- Seeking innovative solutions to help our customers achieve their goals

Quality

- Delivering quality in all our work; providing accurate results on time
- Using the best appropriate technology and methods
- Seeking to improve or change our processes for the better

Competence and Team Spirit

- Employing a diverse team of talented and competent staff
- Investing in training and creating rewarding and equitable career opportunities
- Recognising and encouraging outstanding performance

Integrity

- Behaving ethically and socially responsibly in all our business and financial activities
- Demonstrating respect and exclusivity towards our customers and our staff
- Operating sustainable environmental policies

ARE YOU A LEADER? HERE ARE 12 WAYS TO MAKE SURE

Behaviour and competencies expected from Eurofins leaders

1. VISION

Define & communicate a clear vision and strategy

1. Develop an exciting customer centric vision of the future - think big.
2. Develop strategies to facilitate accomplishment of the vision.
3. Use various means of communication to ensure people know the vision & strategy.
4. Hold team discussions to check and improve the understanding of the vision & strategy.

2. GOALS

Set ambitious goals based on strategy & vision

1. Set up action plans with clear-cut distribution of responsibilities.
2. Take obstacles away so that people can implement the strategy.
3. Set goals that are consistent with the vision and strategy (people know how they can contribute at the operational level).
4. Keep goals simple, focus, always maintain a consistent course.

3. CUSTOMER OBSESSION

Be a trusted and reliable partner to their customers

1. Work with passion to exceed customer expectations and earn their trust.
2. Systematically solicit feedback and strive to continuously improve the customer's experience.
3. Encourage their teams to share knowledge with customers and help them achieve their goals.

4. HIRE THE BEST

Attract, develop and retain star performers

1. Deploy enormous energy and time to find and hire the best.
2. Raise the performance bar with every hire and promotion.
3. Recognise exceptional talent and give them roles with true team leadership.
4. Make sure that high performers enjoy and contribute their best.

5. INSPIRE

Inspire passion to achieve excellent performance

1. Demonstrate a strong drive for high quality output.
2. Set the highest standards and always deliver more than what is required.
3. Create positive tension to get the most out of people.
4. Always expect and recognise high performance.

6. EMPOWER

Empower & motivate their teams

1. Create or influence an environment in which people perform, grow, contribute and enjoy.
2. Show trust in people.
3. Care about people's motivations.
4. Allow people to implement their own ideas.
5. Challenge people in constructive ways.

7. EXECUTION

Ensure strategies are implemented

1. Monitor progress on critical actions and metrics/KPIs. Quickly become hands-on if things derail.
2. Implement decisions fast and effectively.
3. Stay connected to details and dive deep in the business when needed. No task is below them.

8. RESULTS & OWNERSHIP

Deliver profitable & sustainable growth

1. Relentlessly explore ways to improve existing business returns.
2. Provide financial support for high-impact ideas.
3. Maintain a balanced view between bottom line short-term goals and innovative, long-term growth.
4. Be very cost conscious. Spend the Company's resources frugally like their own.

9. ACTION

Encourage pro-activity and initiative

1. Show strong bias for action.
2. Be metric-based but prepared to decide without exhaustive analysis – many decisions are reversible.
3. Know that speed of action matters.
4. Value intuition and calculated risk-taking.

10. BE A ROLE MODEL

Lead by example and earn trust

1. Demonstrate a strong drive for excellent output.
2. Stay focused, keep it simple and consistent.
3. Listen attentively, speak candidly and treat others respectfully.
4. Be clear on expectations, direction and requirements.
5. Walk the talk, show commitment.
6. Show integrity and credibility – be tenacious.
7. Be frugal. Accomplish more with less.
8. Have backbone. Disagree and challenge when not convinced but once a final decision is taken, commit fully.

11. INITIATE CHANGE

Initiate and drive change in an uncertain future

1. Always question the status quo (Can we do better? Is there another way?).
2. Spot opportunities very quickly.
3. Come up with alternatives, creative solutions to unmet needs, problems and demands.
4. Form a culture that supports change and innovation.

12. BOUNDARYLESSNESS

Enable/promote the building of an internal network to optimise business opportunities

1. Act on behalf of the whole Company beyond just their own team.
2. Constantly seek to pull in high potential people from outside the team and facilitate/promote their best team members throughout the Group.
3. Encourage cross-functional, cross-business team work.

Group Leadership Philosophy

How the Group Operating Council leads/organises Eurofins

Eurofins is a decentralised, non-bureaucratic fast moving group of entrepreneur led businesses. Group Operating Council members/Business Line leaders behave as shareholders towards the Presidents of Eurofins businesses and:

- 1 **Set the framework in which leaders of Group companies can succeed:**
 - a) Put businesses together that address one homogenous market (local or global depending on clients' decision making level) and that are large enough to be efficient under one leader; an empowered and accountable President/Managing Director who sets the strategy for his/her business along an ambitious vision.
 - b) Get out of the way.
 - c) Provide support as required.
- 2 **Select, develop & retain the best leaders**
 - a) Encourage a value-creation-based meritocracy.
 - b) Reward progress in Economic Profit (EP) growth by sharing value creation with outstanding leaders.
- 3 **Allocate capital according to EP/ROCE (Return on Capital Employed) growth**
- 4 **Rules of the game include full transparency & common financial systems/policies**

ACTIVE WHEREVER TESTING CAN

PROTECT LIFE

Whenever clarity and certainty about life-enhancing resources, products and processes are needed, you will find Eurofins companies at work.

We never accept the status quo. Always questioning, challenging and searching, Eurofins is committed to finding better alternatives and smarter solutions.

And it's not just our science that pushes the boundaries of what's possible. We are constantly striving to improve our service to our customers, from real-time ordering to turnaround times of less than 24 hours.



Foods you can trust

FOOD AND FEED TESTING

As the world leader in this market, we are actively testing for safety, authenticity and quality at every stage of thousands of food supply chains – from crops and livestock in fields to the finished dishes you buy from shops or enjoy in restaurants.

Find out more about Eurofins Food and Feed Testing at www.eurofins.com/food-and-feed-testing/



Feeding the World

AGRO TESTING

Eurofins is helping to answer a big question – how can we feed the world while protecting our environment? Our scientists in the agro testing business collect the right data, undertake innovative analysis and provide clear insights to help ensure optimal crop production.

Find out more about Eurofins Agro Testing at www.eurofins.com/agro/



Protecting planet Earth

ENVIRONMENT TESTING

The air we breathe, the water we drink, the soil we rely on to sustain life – our tests help a wide range of companies, NGOs and governments ensure the earth's scarce resources are sustainably preserved for future generations. And because we're number one in the world, we always offer more protection at a lower cost.

Find out more about Eurofins Environment Testing at www.eurofins.com/environment-testing/





Utilising life to save life

BIOPHARMA SERVICES

As dramatic breakthroughs in biopharmacology make it possible for humanity to fight life-threatening diseases by utilising the building bricks of life itself – genes, stem cells, viral manipulations and more – we are delivering innovative new ways to test their safety and effectiveness.

Find out more about Eurofins BioPharma Services at www.eurofins.com/biopharma-services/



Redefining diagnosis

CLINICAL DIAGNOSTICS

Clinical diagnostic tests are a key factor in 70% of medical decisions. Our innovative tests help clinicians make the very best decisions to improve outcomes for patients, be it ensuring access to better treatments, reassuring individuals genetically predisposed to certain diseases or supporting women during pregnancy with non-invasive prenatal tests.

Find out more about Eurofins Clinical Diagnostics at www.eurofins.com/clinical-diagnostics/



Building confidence in agrosience

AGROSCIENCE SERVICES

The global population is set to reach 10 billion around 2050, but the earth's land and sea resources are finite. No wonder agrosience is being asked to provide innovative answers to the oldest of all questions – 'What can we eat?' From field to research activity, Eurofins is helping to find these answers.

Find out more about Eurofins Agrosience services at www.eurofins.com/agrosience-services/



ACTIVE WHEREVER TESTING CAN

PROTECT LIFE



Leading the way on DNA

GENOMIC SERVICES

DNA sequencing, DNA and gene synthesis and other linked techniques and tests are helping humans to make transformative leaps across many fields – from medical diagnosis to food production. We are world leaders and ground-breakers in this field.

Find out more about Eurofins Genomic Services at www.eurofins.com/genomic-services/



Peace of mind

FORENSIC SERVICES

We provide scientific clarity when it's most needed, whether that's to settle private paternity disputes or to help the police solve crimes. Our teams of internationally renowned scientists act as expert witnesses and work closely with the police, courts, lawyers, industry and private clients.

Find out more about Eurofins Forensic Services at www.eurofins.com/forensic-services/



Products you can enjoy with confidence

CONSUMER PRODUCT TESTING

How can product designers, manufacturers, distributors, retailers and consumers be sure that the products we are in contact with, and use every day, meet the required quality and safety standards? The answer is through rigorous testing, certification and consultation. We provide these services in hundreds of different regulatory regimes worldwide.

Find out more about Eurofins Consumer Product Testing at www.eurofins.com/consumer-product-testing/



Supporting the 'super material' evolution

MATERIALS and ENGINEERING SCIENCES

New "super materials" have the potential to transform our world. Eurofins is at the forefront of this revolution, as a leading provider of scientific expertise and analytical techniques to support high tech companies at every phase of the product lifecycle, from R&D to manufacturing.

Find out more about Eurofins Materials & Engineering Sciences at www.eurofins.com/materials-and-engineering-sciences/



Developing tomorrow's testing technologies

IN VITRO DIAGNOSTICS SOLUTIONS

Through In Vitro Diagnostics Solutions, we've taken our commitment to Testing for Life to the next level. We are a fast-growing provider of test kits and consumables to help laboratories undertake their own fast, reliable and cost-effective testing. In a new era of growing concern about staying safe from bacteria and viruses, In Vitro Diagnostics Solutions is one step ahead, innovating and developing the easiest and most effective laboratory and at-home testing kits.

Find out more about In Vitro Diagnostics Solutions at www.eurofins.com/in-vitro-diagnostics-solutions/



Skincare with a difference

COSMETICS TESTING

Did you know your skin is the largest organ in your body? Every day, it is exposed to soaps, balms and cosmetics that must be rigorously tested to ensure they are safe, effective and compliant with regulations. Our laboratories work with retailers and cosmetic manufacturers throughout the product lifecycle, ensuring consumers around the world can trust the cosmetics they love.

Find out more about Eurofins Cosmetics Testing at www.eurofins.com/cosmetics/



Protecting essential industries

ASSURANCE

Eurofins Assurance is by the side of our Food, Consumer Products and Healthcare customers as we help identify and mitigate risks along their supply chain. We offer a full scope of services in product inspection, auditing, certification, training and consulting, helping to protect businesses and ensure products are safe and meet specifications.

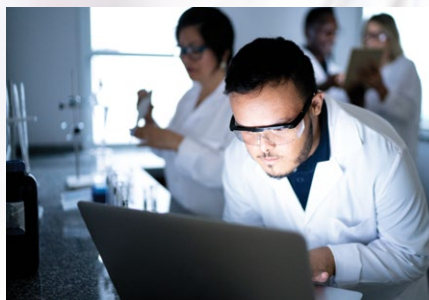
Find out more about Eurofins Assurance at www.eurofins.com/assurance/



NETWORK OF ENTREPRENEURS

A network of entrepreneurs has created over 250 start-ups since our IPO.

The Eurofins network is not a typical centralised laboratory group. Instead, we are, by design, a hub of entrepreneurship. Each of our laboratories is usually an independent company led by an entrepreneur. Why? Because we believe in excellence for every customer and understand this is only possible when our laboratory leaders are empowered to make their own decisions in their own company and optimise their own services.





Each of our laboratories operates as a dynamic, market-driven business in its own right, managed by its own independent entrepreneurial leader, constantly striving for improvement. Our people are empowered, not micro-managed. They're not afraid to take risks or do things differently, because world-class results don't happen by accident. They require focus, a concentration of brilliant minds and best-in-class resources, highly motivated to push the boundaries and deliver the very best outcomes.

Excellence is never typical and this is why we offer our testing services through a global network of centres of excellence. This means every customer, wherever they are in the world, can tap into the Eurofins network to access unrivalled expertise and the very latest testing technologies while having a local direct point of contact they know.

Our laboratories always look for the best outcome for every customer, referring work to the most appropriate centre of excellence and welcoming referrals from others in return. At Eurofins, we understand that we all win when the customer wins.

This atypical approach requires atypical people. It is never business as usual. Our people must be entrepreneurs with a passion for collaboration. They must combine scientific excellence with commercial awareness and be as comfortable at the lab bench as they are building the business. We look for leaders who thrive on the freedom to make their own decisions but understand the importance of teamwork. We're entrepreneurs, who understand we're stronger together.

A decentralised approach only works when a business has complete confidence in the judgement and competence of its leaders. Our Leadership Charter makes clear the high standards we set, be it the ability to hire the best talent or executing strategies that deliver results and delight customers. You can read more about our Leadership Charter on page 7.

**School for entrepreneurs:
building success from scratch**

There are times when we start from scratch to build the right laboratory to meet market demand, and we have created 208 start-ups since 2014. This generates exciting opportunities for those with the skills and ambition to create a start-of-the-art greenfield laboratory to complement our existing network. We provide the start-up capital, a bespoke IT system and a suite of tools, processes and laboratory blueprints - not to mention access to the talents and know-how of our proven entrepreneurs around the world. It's a chance to test yourself against the best in the world, with the support and back-up of those who have done it before. We're proud of what our start-ups have achieved and will build more to meet ever-evolving customer requirements. Our ability to nurture entrepreneurs and support their success really sets us apart, creating unparalleled opportunities for our people and outstanding returns for our shareholders.

BEING WHERE OUR CUSTOMERS NEED US

OUR GLOBAL FOOTPRINT

Eurofins is a business with a clear mission and driving purpose. We want to make the world a better and safer place by ensuring best-in-class laboratory testing is accessible to all who need it.

We think it's important to be where our customers need us, which is why you'll find us at over 900 laboratories in 62 countries spanning 6 continents. And we're still growing, adding new capacity to keep pace with our customers.

Eurofins has established specialist centres of excellence for most analytical areas, with world-class skills, tools and processes, which all of our laboratories can tap into. This means our customers, wherever they are in the world, can access best-in-class expertise and technology by linking into the Eurofins network. And because this global network is underpinned by a cutting-edge IT system and logistical capability, we can provide a seamless service for every customer.

Data correct as of December 2022

For more information about our locations across the world visit: www.eurofins.com/contact-us/worldwide-interactive-map/



~200
laboratories

~14,500
employees



North America

South America

~25
laboratories

~1,200
employees



From top clockwise:
Wolverhampton UK,
Vergeze France,
Hamburg Germany,
Vejen Denmark,
Suzhou China,
Indiatuba Brazil,
St Charles USA
Lancaster USA



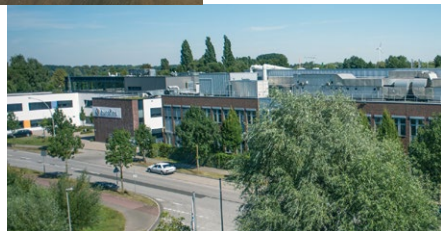
~35,400
employees



~550
laboratories



Europe



Africa

~100
employees

2
laboratories

Asia / Pacific

~150
laboratories

~10,700
employees



OUR SUCCESS IN NUMBERS

MORE THAN THREE DECADES OF GROWTH

The test of any business model is its effectiveness. We are proud of how successful our business has been, by any measure. In 2020, we overtook competitors with larger operations and a longer operational history than us to become the biggest player in the world in the Testing, Inspection and Certification (TIC) industry.

- We've grown from just 3 people to ca. 62,000 employees.
- We've expanded from 1 laboratory in Nantes, France, to over 900 laboratories in 62 countries across 6 continents.
- We've steadily grown our turnover, from over €6 million at the time of our IPO in 1997 to over €6.5 billion in 2023.
- We've grown very strongly and have consistently delivered for our committed shareholders, who have always encouraged us to think long-term, not short-term. Our share price has been one of the best performing in Europe, outperforming peers and matching the very best stocks in the world over a 20-year period. Eurofins' share price has multiplied by 338x, an annual average increase of 25% between our IPO in October 1997 and December 2023.
- We now work for 9 out of 10 of the world's leading food retailers, food producers and pharmaceutical companies.
- We've grown fast organically and also through the acquisition of over 530 companies since our IPO – each one bringing its own unique history and bedrock of knowledge into Eurofins.
- We perform more than 450 million tests each year and offer over 200,000 different analytical methods.

OUR GROWTH STORY

from **1** test
(SNIF-NMR™)

from **1**
laboratory in
Nantes, France

to
200,000+
analytical methods

from **3**
employees

to
ca. 62,000
performing
450 million+
tests per year

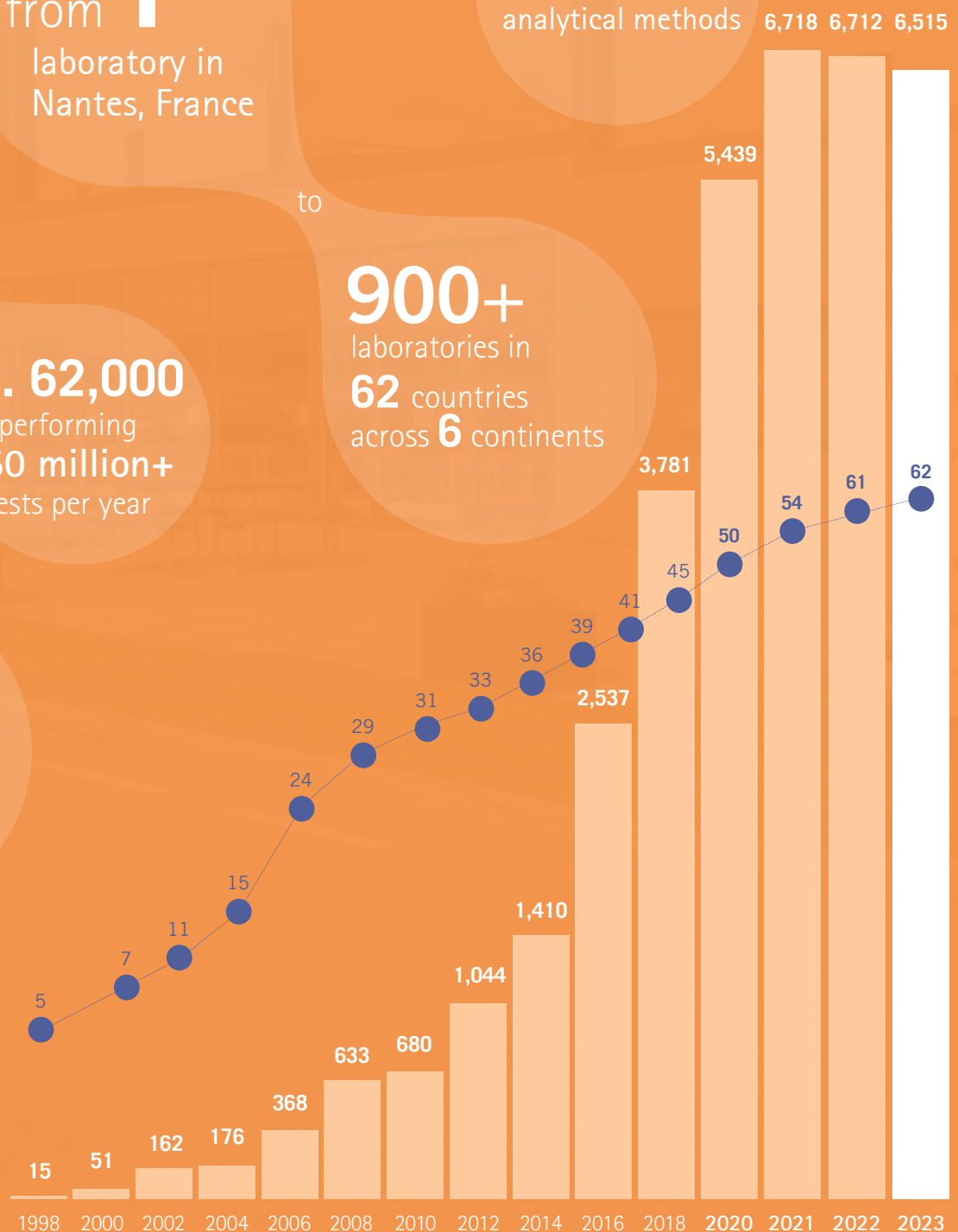
to

900+
laboratories in
62 countries
across **6** continents

€6.5bn
revenues in 2023

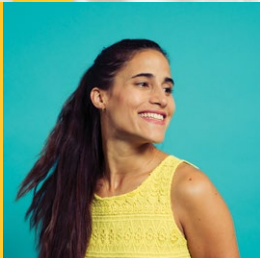
● COUNTRIES WITH LOCAL OPERATIONS
■ REVENUES IN EUR M

REVENUES SINCE OUR IPO





OUR WORLD NEEDS
YOU



eurofins

**Equality
Driving
Excellence**

CELEBRATING OUR PEOPLE

A business is only ever as good as its people. And our people are exceptional.

We work hard to find the right ones, and when we find them, we work harder to keep them happy. We want our people to be themselves and enjoy coming to work, to feel motivated every day because their results matter and make a difference in the world.

So, what do these exceptional people look like? Our laboratory leaders are highly qualified with an entrepreneurial flair and a head for business. They understand how to inspire and motivate others to push for the same high standards they expect of themselves. And they have the quick wits and business acumen to solve problems and move rapidly to take advantage of new opportunities. They are results-focused, always pushing for better, but have the empathy and communication skills to make this a team effort.

Our scientists are experts in their field, specialists who understand the need to collaborate to deliver the best solutions at speed for our customers. They are passionate about the science but understand it's the real-world application that makes the difference.

Unsurprisingly, these individuals are not easy to find. We maintain close links with the best academic institutions around the world and put people at the heart of our acquisition strategy.

With businesses across all six continents, we are a diverse organisation with a huge workforce

comprised of different genders, generations, cultures, professional experiences, nationalities, races, origins and other unique differences that make each employee an individual. We believe that diversity, and equality for all employees makes us stronger and drives business excellence. Through our Equality Driving Excellence initiative, we strive to foster a workplace culture of inclusion, understanding and support, where all Eurofins employees feel respected and can realise their full personal potential.

We promote on talent, not time served. And it's important to us that we share the rewards of success with those who make it happen - we offer a generous stock option scheme to the internal entrepreneurs who contribute to our growth.

When we find great people, we work hard to keep them, providing best-in-class opportunities for growth and advancement to those hungry for new challenges.

We are always on the look-out for exceptional people. If you think you're the right match for us, then visit: careers.eurofins.com

SCIENTIFIC

BREAKTHROUGHS.

TO MAKE THE WORLD A SAFER PLACE

We live in an age of rapid disruption. Today's best-in-class is tomorrow's out-of-date. This is why we continuously challenge ourselves to innovate on behalf of our customers.

Since its foundation in 1987, Eurofins has contributed significantly to the advancement of science. We are proud of the discoveries and advancements our specialists have made in a myriad of sectors, ranging from food to pharma or forensics testing.

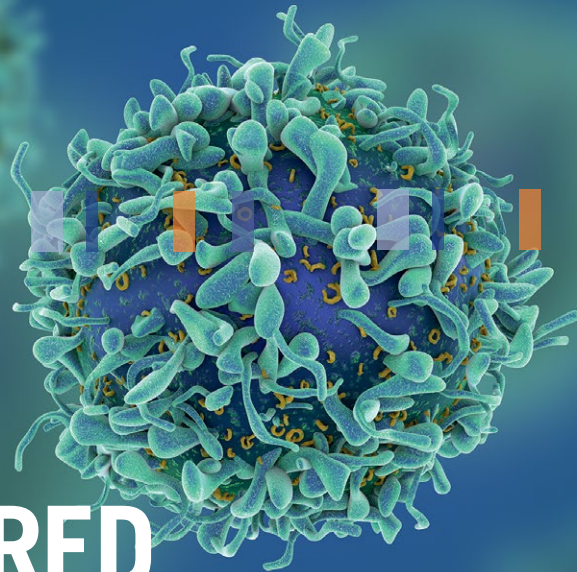
Our laboratories around the world are helping to improve cancer treatments, catch criminals, safeguard the health of bees, ensure our food and water is safe, determine paternity, and beat

viruses like COVID-19. Underpinning our work in these areas and more, Eurofins has one of the world's largest and most varied databases, rich with fingerprints of thousands upon thousands of foodstuffs, plants, drugs, bacteria, etc.

Wherever we are and however long it may take, our work helps to make life safer. The stories below represent just a few of our scientific innovations.



WHAT DO PIZZA BOXES, RAINCOATS AND FRYING PANS HAVE IN COMMON?



TESTING FOR TAILORED CANCER TREATMENT



Detecting PFAS in everyday products and our environment

ENVIRONMENT TESTING

PFAS, per and polyfluoroalkyl substances, are a class of synthetic chemicals that you may not have heard of but have certainly been in contact with. These chemicals have unique and useful characteristics and can be used to make products heat and stain resistant, non-stick and water repellent. They are present in a myriad of consumer products, from the pans we use to cook our food, to our raincoats and even some dental floss. Unfortunately, they are very stable compounds that accumulate and persist in our environment and have been linked to a number of health risks. Eurofins has been at the forefront of developing methods to test for these compounds.



Empowering cancer research through innovation

BIOPHARMA SERVICES

Cancer is a complex and multidimensional disease, driven by genetic instability and influenced by a multitude of factors. Each patient is unique, and each tumour ever changing, yet treatment historically has taken a generalised approach with limited success. Advances by Eurofins are helping researchers to "personalise" cancer treatment and better target care for better outcomes. The Eurofins Pharma Discovery Services team in the US launched its OncoPanel™ Cell-Based Profiling Service comprising more than 300 genomically diverse human cancer cell lines across 18 different tissue types. The service screens and profiles anti-cancer compounds in drug discovery, and also predicts potentially beneficial responses. Truly personalised insights into drug discovery mean benefits for patients through the possibility of faster and better results from cancer treatment plans.



DETECTING A SILENT THREAT



Optimising outcomes for kidney transplant patients

CLINICAL DIAGNOSTICS

Kidney transplantation is universally recognised as the best treatment option for patients with end-stage renal disease. Although clinical outcomes of kidney transplantation have improved steadily for decades, transplant rejection remains one of the key challenges to long-term patient survival. Eurofins Transplant Genomics' TruGraf® test is the first test capable of reliably ruling out "silent" subclinical acute rejection in patients with stable renal function, where a patient's immune system can reject a kidney transplant without the patient showing any other clinical symptoms. This non-invasive test allows doctors to reassure patients with stable renal function that their kidney transplant is not harbouring silent rejection by assessing whether they are adequately immunosuppressed. As a result, the test avoids the need for invasive, risky and costly surveillance biopsies, and allows for early detection of rejection risk, not just when rejection is suspected and it may be too late to save the transplanted organ.



SAFEGUARDING THE HEALTH OF THE WORLD'S MOST VULNERABLE CONSUMERS



BUSTING THE IDENTICAL TWIN MYTH



Setting the new standard in infant formula testing

FOOD AND FEED TESTING

In 2008, China was rocked by a national food safety scandal when it emerged that a chemical component called melamine, which is harmful to humans and is used in plastic and fertiliser production, had made its way into infant formula and milk. Of an estimated 300,000 victims affected by the compromised milk and infant formula, six babies died and an estimated 54,000 babies were hospitalised. The tragedy highlighted the importance of using the most stringent methods to test infant formula. Having screened tens of thousands of samples for melamine levels during this crisis, Eurofins companies have also played a crucial role in a global initiative to overhaul, redevelop and modernise infant formula testing, leading a panel of formula producers and validating all new testing methods, some of which are the most accurate and precise methods developed.



Milestone research proves genetic differences

GENOMICS

Amid abandoned legal cases, high-profile acquittals of serious crimes and paternity suit dismissals, scientists were increasingly questioning the dogma that identical twins could not be genetically differentiated. Only theoretical approaches existed to solve this conundrum, until a Eurofins Genomics breakthrough provided an answer to the puzzle of how to tell identical twins apart. Using a whole genome sequencing approach, Eurofins Genomics demonstrated that rare mutations occur early in the embryonic stage whenever a cell divides as part of the development process. The Eurofins company also provided evidence that, because these changes happen so early on, the mutations can be found in all the DNA of the person, a discovery that can prove paternity, as well as ensuring that the right person is prosecuted for a crime, even if they have an identical twin.



INNOVATION AND ACTION DURING A GLOBAL PANDEMIC

In 2020, the world was rocked by COVID-19. Eurofins companies acted quickly to innovate and develop an unmatched range of testing modalities and urgently required tests to support the fight against the pandemic.

Our laboratories and colleagues worked round the clock to establish and ramp-up testing capacity and by May 2020, Eurofins companies had already created a large range of products and services to facilitate over 20 million COVID-19-related tests per month. This included reagents, nucleic probes and clinical testing capacity to identify those carrying the virus, through PCR testing, returning results within 12-24 hours, antibody testing to identify those who may have been exposed to the virus, and antigen testing.

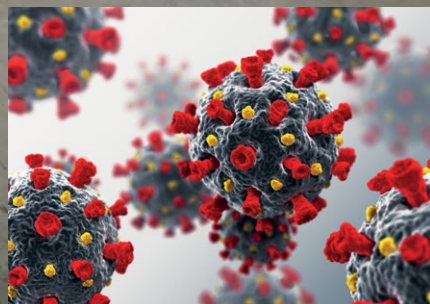
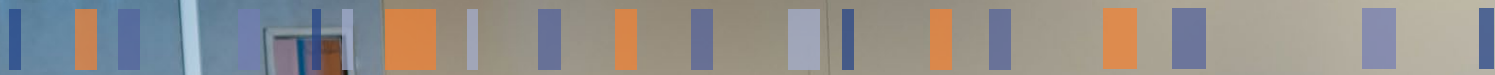
Continued testing for the presence of the virus was universally acknowledged as a crucial response to curb the worst effects of the pandemic. Besides carrying out testing in our own laboratories, Eurofins companies received approval for their laboratory-developed COVID-19 tests to be used in public and private laboratories in many countries across the world, increasing global testing capacity. Across Europe and the US, Eurofins developed direct-to-consumer COVID-19 tests, across a variety of modalities, to increase accessibility to sensitive PCR testing.

Ongoing surveillance of our environments was a very effective approach to quickly identify any resurgence in COVID-19 cases, and monitor disease spread across all types of environments and workplaces. Eurofins developed and carried out environmental surface testing, wastewater testing, air testing and worn mask testing to detect the presence of SARS-CoV-2 (the virus that causes COVID-19), and its Variants of Concern, at

very early stages, and, as a result, minimise spread. Eurofins' SAFER@WORK™ programmes utilised such testing methods to limit the impact of COVID-19 on businesses across all industries and keep environments safe.

Eurofins' unmatched global network of BioPharma Product Testing laboratories ramped up capacity to support some of the largest global pharmaceutical and biotechnology companies to develop the leading COVID-19 vaccine candidates and therapeutics. The roll out of vaccination programmes was hailed as a turning point in the pandemic, however the emergence of virus variants quickly became the next frontier in the fight against COVID-19. Eurofins Genomics facilitated sophisticated sequencing of SARS-CoV-2 to identify new virus strains as they emerged during the pandemic and developed a range of fast PCR tests to detect carriers of these variants.

Besides testing for the virus, there were many areas where Eurofins directly contributed to the frontline and society in general throughout the pandemic. From emergency testing of medical devices, such as respirators, Personal Protective Equipment (PPE) and masks, to securing the continued supply of critical infrastructure and essential services, such as continued safe drinking water, essential pharmaceutical products, medical devices and important chemical products, and the safe food, beverages and agricultural products sold on supermarket shelves.



www.eurofins.com/safer-at-work
MONITORING
 **eurofins**
SAFER@WORK™
COVID-19 TESTED
PEOPLE | PREMISES | CLEANING PROCESSES
Seal confirms a level of risk-based testing was performed, not the absence of risk. Remember to follow COVID-19 programme conditions by health authorities.

MAKING A

WIDER CONTRIBUTION

At Eurofins, everything we do has a positive impact on life, health and the environment. But furthermore, we believe in the importance of giving back, and we are in a fortunate position to do so. In 2017, to mark our 30th anniversary, the Group donated €1 million to over 40 charities whose purposes aligned with our mission and goals. Following the success of these donations, we formalised our philanthropic efforts.

As a result the Eurofins Foundation was born, and has since received increased funding each year from Eurofins. The Foundation's objectives are based on the commitments of the global Eurofins community: contributing to global health and safety and protecting the environment. As such, the Foundation supports charities, NGOs and initiatives aimed at:



Protecting the environment: as scientists, we understand the importance of conserving the planet's scarce resources for future generations;



Improving nutrition: in a world of plenty, too many still go hungry. The challenge of feeding a growing world population in a sustainable manner is one of the most pressing issues facing humanity;



Improving health: from the basics of clean drinking water and sanitation to next-generation medicines, we're backing charities that improve life chances for everyone;



Helping social, not-for-profit businesses working in the fields of environment or health protection and improved nutrition, in line with Eurofins' DNA;



Promoting inclusion, diversity and equality at all levels of society through advocacy, education, mentorship, training and development programmes and STEM and STEAM outreach where this is contributing to a safer, healthier world;



Helping non-profit organisations active in the local communities where Eurofins' laboratories operate and their staff live and work; and



Supporting students who study or carry out research in fields aimed at contributing to safer and healthier lives but who lack sufficient financial resources.

To learn more, visit: www.eurofins.com/eurofins-foundation/

WORKING TOWARDS A MORE SUSTAINABLE WORLD

As a fast-growing Group with a very large global footprint, Eurofins recognises its responsibility to help take care of the world we live in. Through our Testing for Life, we help a wide range of companies, NGOs and governments ensure the earth's scarce resources are sustainably preserved for future generations. We also understand that climate change is an imminent threat to our world – that's why we've set ourselves the ambitious target of achieving carbon neutrality by 2025.

With this objective in mind, all our laboratories have begun or continue to work on programmes to reduce their emissions and progress towards a more sustainable future. Eurofins purchased and retired 200,000 metric tonnes of carbon credits in 2022, helping to compensate for some of the carbon emissions that cannot be eliminated from our operations. Eurofins is also investing in long-term funds that support re-forestation and the protection of biodiversity, together with local communities and in alignment with the United Nations Sustainable Development Goals.

By encouraging each leader of Eurofins laboratories to make sustainable changes at their local level, whether that's through switching to LED lighting, reducing use of chemicals, investing in renewable energy sources or conducting energy and waste audits, Eurofins is building a global sustainability effort. We are proud that some of our laboratories have already switched to 100% renewable energy sources, with others offering environmental risk management training programmes for all employees or running tree-planting campaigns.

Protecting the environment is also one of the seven pillars of the Eurofins Foundation. We work with environmental organisations across all six of the continents we operate in, and support projects ranging from conserving biodiversity in Brazil to protecting the Indian Ocean from overfishing.





LOOKING TO THE

FUTURE

We're proud of what we've achieved, but there is so much more left to do. Although we've grown dramatically since 1987, we're still as hungry for success as we were on the day we performed our first test for our first customer. As scientists and entrepreneurs, we are always pushing ourselves to do things better, smarter and safer.

So, what's next? Science never stands still and neither do our customers' needs, which is why we will continue to invest in cutting-edge technologies and R&D to find better ways to analyse food, the environment and pharmaceutical products. We will also leverage our world-renowned genomics expertise in the area of specialty clinical diagnostics testing to improve diagnostic capabilities and help doctors make better decisions. Our BioPharma laboratories will support the development of the vaccines and therapeutics of the future. And we'll continue to react to the challenges and opportunities of a changing, inter-connected world to help make the planet a safer and healthier place for all.

Life will continue to test and challenge all of us in the years and decades ahead. That's why we'll continue Testing for Life.

GET IN TOUCH

Visit our website www.eurofins.com to find out more about our global network, our successes to date and our goals for the future.

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