



INTEGRA 

Accelerate scientific discovery.



DEAR READER,

What makes a company special? Is it outstanding products, total focus on customers, or work that is clearly worthwhile? I'm convinced that it's more than that. Above anything else, I believe it's about the people, and their passion for wanting to make things better.

When I first walked through the corridors of INTEGRA's head office in Zizers, Switzerland, stopping occasionally to chat with employees, I immediately sensed a unique spirit. The team put their ingenuity, sense of humor, and heart and soul into their work. They were proud of what they had achieved together, and curious about what was still to come. As someone who loves discovering new territory, I identified with that mindset from the very start, and have felt that hunger for innovation at INTEGRA every day since. Our team brings together a wide range of talents to create something utterly distinctive – a true incubator of innovation. We have the drive to present our

customers with things that surpass their expectations and elicit delighted amazement. That's why we like to think ahead, and are never satisfied with the status quo. Most of all, we're thrilled when our customers are able to achieve their research goals faster and more effectively, which spurs us on from day to day.

The following pages outline what we do in greater detail. I hope you enjoy reading them and gain an insight into our dynamic company.

Urs Hartmann
CEO INTEGRA Biosciences

OUR TASK: ACCELERATING SCIENTIFIC DISCOVERIES

Our devices are revolutionizing everyday laboratory work and increasing the efficiency of life sciences research worldwide. This empowers laboratory teams to understand diseases – and discover solutions for treatment or prevention – more quickly. This is what drives us.

Most progress in the life sciences industries takes place in the laboratory, where routine pipetting is part of everyday life. The more efficiently researchers can conduct work, the faster they will gain new insights. There is therefore a growing global demand for flexible laboratory solutions that increase productivity and improve the reproducibility of test results. The highly efficient pipettes and devices from INTEGRA Biosciences revolutionize liquid handling by making it easier, faster and more precise, as confirmed by our customers in

research, diagnostics and quality control. Their feedback motivates us to stay on the ball, and continue to pursue our mission to **accelerate scientific discovery.**

In recent years, INTEGRA has experienced significant growth and won numerous awards, including the 'Red Dot Award' – which honors product design – and the 'Swiss Manufacturing Award' from the University of St Gallen.

INNOVATION AND COMMITMENT: THE DNA OF OUR CORPORATE PHILOSOPHY

For us, active innovation is far more than just a buzzword – it is the guarantee that we will continue to develop leading solutions and technologies for liquid handling. Our philosophy of 'give and take' permeates all of our activities, ensuring that we make an active contribution to a better future.

Straightforward and focused

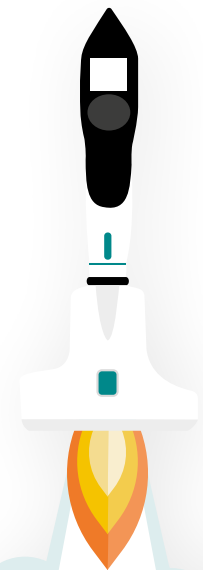
Thanks to our clear focus on innovative developments, we are striving to become one of the world's leading manufacturers of liquid handling instruments and consumables. Our aim? To offer our customers the best service, the most advanced technologies, and the most efficient solutions. We see great potential for tapping into new market opportunities in the field of molecular biology in particular.

and goal of offering researchers products and solutions that enable them to tackle the challenges of our time.

Scan the QR code and watch our company video!

Give and take – the principle that guides us all

The basic concept of pipetting is the precise aspiration and dispensing of liquids. Our motto, 'give and take', goes beyond labwork – it stands for our values, commitment to sustainability,



HELPING TO FIGHT BRAIN TUMORS

Dr Alexander Beck founded a laboratory at the Ludwig Maximilian University of Munich that focuses on pediatric brain tumors and drug translation. The ASSIST PLUS pipetting robot is the device that has had the greatest impact on this lab's work, as it has significantly increased both precision and productivity.



Read the full story

bit.ly/INTEGRA-testimonial-1



Watch the company video

bit.ly/INTEGRA-video

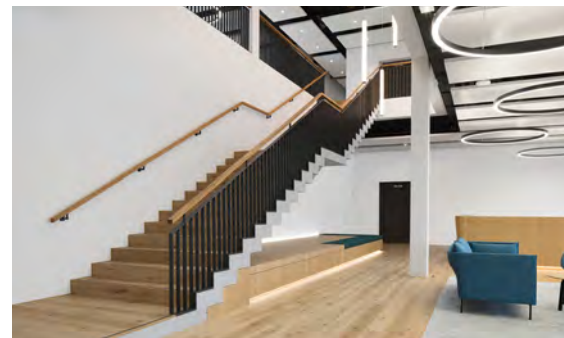




USA location

Our US site in Hudson, New Hampshire, has several fully automated injection molding and assembly systems, a highly specialized calibration laboratory and a clean room. This is where manual pipettes, reservoirs and pipette tips are produced by our highly trained specialists with the utmost precision.

Due to continued strong growth, we doubled the production area in Hudson in 2020, and supply numerous locations worldwide. Hudson is an important hub in INTEGRA's global production and logistics chain.



FROM SWITZERLAND AND THE USA TO THE REST OF THE WORLD

Our company sites in Zizers and Hudson offer optimal conditions for the development and manufacturing of our products.



Switzerland campus

A new INTEGRA campus has recently been built in the town of Zizers, creating one of the most modern and innovative high tech industrial production facilities in Switzerland. The facility supplies Europe, and large parts of Asia, with injection-molded products made in Graubünden. It's also where all our electronic products – from pipettes to pipetting robots for automated workflows – are manufactured.

Our team of specialists supervises every step of the production process, enabling us to maintain the highest quality standards. The sophisticated design of the Zizers campus creates the conditions for further growth and innovation, combining state-of-the-art infrastructure with a flexible working environment. This approach makes it possible to react dynamically to future requirements.



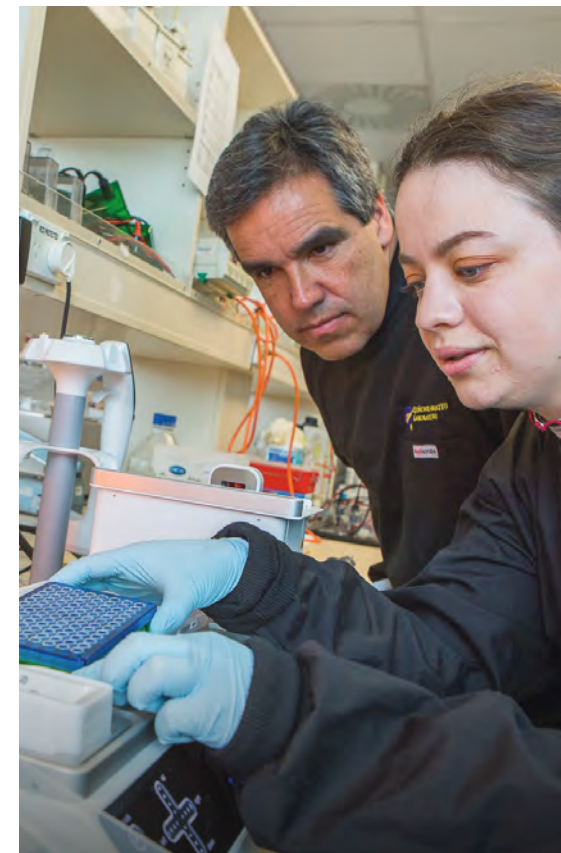
PRODUCTS THAT MAKE RESEARCH EASIER

INTEGRA is a byword for productive pipetting, offering pipettes from 1 to 384 channels to give customers everything they need for an efficient day in the lab.

INTEGRA develops products – from manual and electronic pipettes to pipetting robots – that are easy to use, accurate, reliable and efficient. For example, the VOYAGER adjustable tip spacing pipette can change the tip distance at the touch of a button, allowing multiple samples to be transferred between different labware formats in a single step. The matching GRIPTIPS® pipette tips feature a patented system that guarantees a secure connection, plus maximum protection against sample contamination, making research even more dependable and straightforward. For full workflow automation, the ASSIST PLUS pipetting robot frees researchers from repetitive tasks to streamline routine processes. INTEGRA's product range also includes serological pipette controllers, reagent reservoirs, aspiration systems, pumps, dispensers and devices for the production of nutrient media. Its mobile laboratory solutions

offer highly flexible and scalable throughput options, at a low upfront cost compared to large stationary liquid handling platforms. They can be used for a wide range of laboratory tasks, are easy to install and use, and require almost zero training, so customers can get started right away.

In 2023, we expanded our product range with the MIRO CANVAS NGS prep system, a device that was developed specifically for genomics research. The technology streamlines sample preparation for NGS, and significantly increases the efficiency of DNA decoding, which is crucial for both research and medicine.



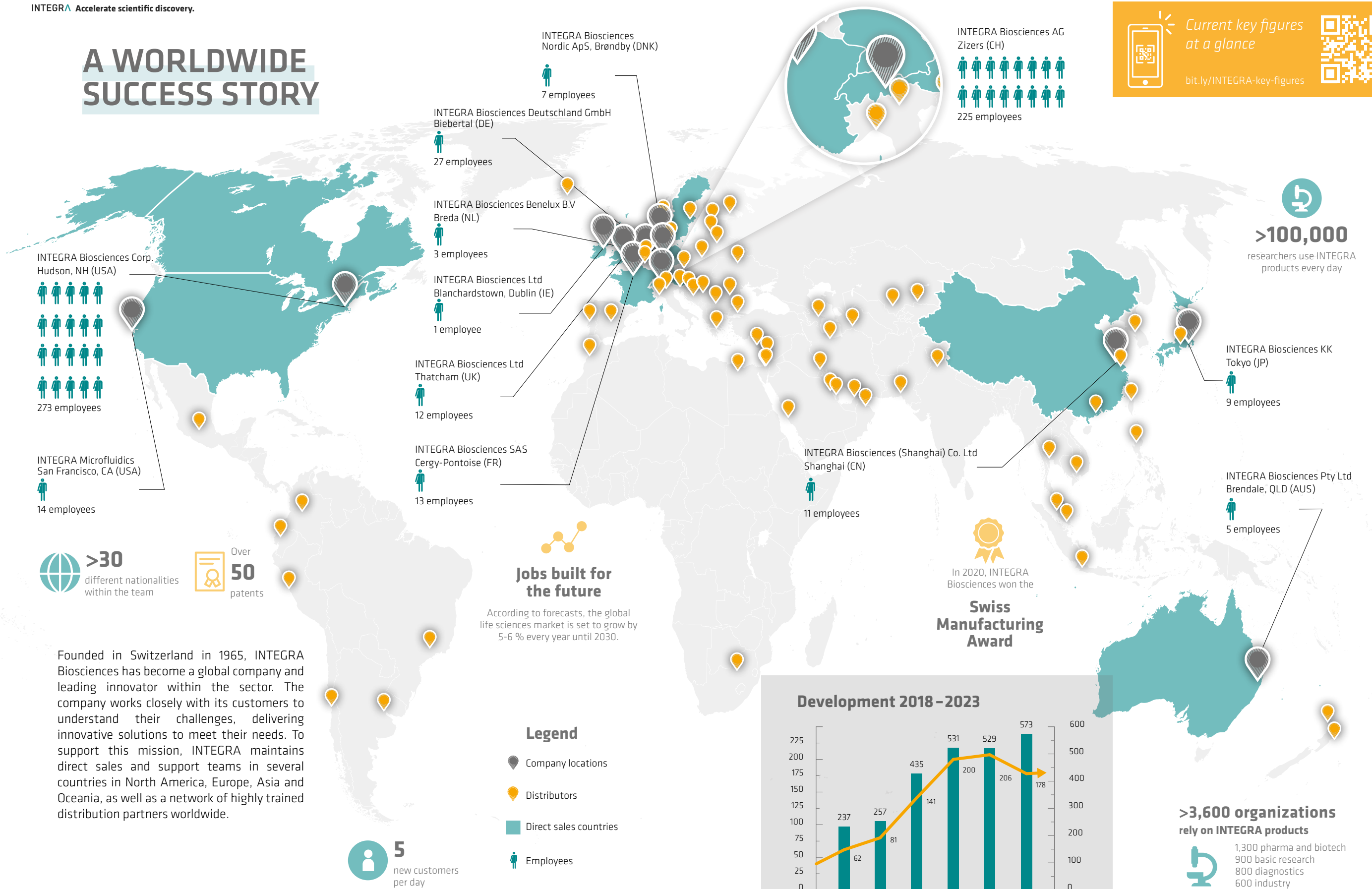
VIROLOGY RESEARCH AT THE UNIVERSITY OF OTAGO

Researchers from the Department of Microbiology and Immunology at the University of Otago, New Zealand, are developing anti-viral medications, a process that requires a deep understanding of the mechanism and clinical consequences of drug-resistant viruses. The research group uses INTEGRA's ASSIST PLUS pipetting robot and VOYAGER adjustable tip spacing pipettes to optimize and accelerate its working processes.

See products
bit.ly/INTEGRA-products

Read the whole story
bit.ly/INTEGRA-testimonial-2

A WORLDWIDE SUCCESS STORY



Current key figures at a glance

bit.ly/INTEGRA-key-figures

>100,000 researchers use INTEGRA products every day

>30 different nationalities within the team

Over **50** patents

Jobs built for the future

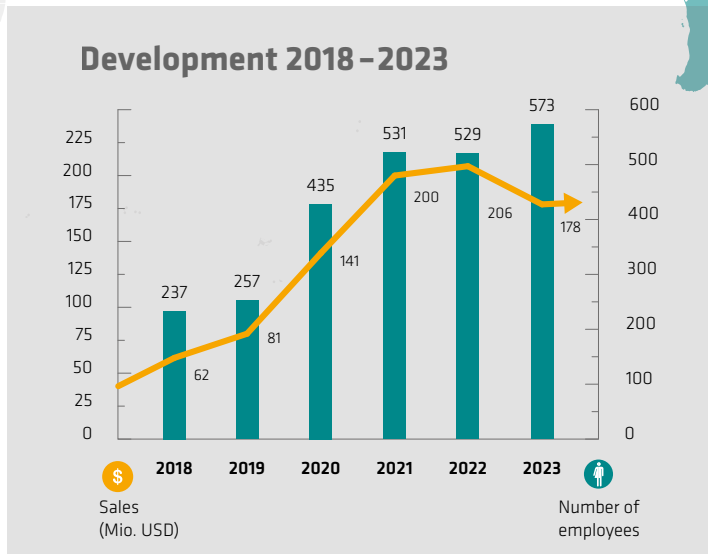
According to forecasts, the global life sciences market is set to grow by 5-6% every year until 2030.

In 2020, INTEGRA Biosciences won the **Swiss Manufacturing Award**

Founded in Switzerland in 1965, INTEGRA Biosciences has become a global company and leading innovator within the sector. The company works closely with its customers to understand their challenges, delivering innovative solutions to meet their needs. To support this mission, INTEGRA maintains direct sales and support teams in several countries in North America, Europe, Asia and Oceania, as well as a network of highly trained distribution partners worldwide.

5 new customers per day

- Legend**
- Company locations
 - Distributors
 - Direct sales countries
 - Employees



>3,600 organizations rely on INTEGRA products

- 1,300 pharma and biotech
- 900 basic research
- 800 diagnostics
- 600 industry



CAREERS AT INTEGRA

As a growing company, we offer entry-level positions and career opportunities for people who want to make a difference. We operate with a streamlined structure and minimal hierarchy, ensuring short decision-making pathways and empowering employees to drive change. We value creativity, initiative, and innovative thinking, while also emphasizing job security, creating a family-friendly environment, promoting teamwork, and ensuring a fun workplace culture.



Innovation

We attract top talent in development engineering, marketing and product management. From hardware and software to marketing materials, we create everything ourselves.



Production

We offer a wide range of jobs, covering everything from purchasing and goods receipt to production engineering and assembly.



Direct sales

We are proactive in maintaining direct contact with our end customers. This approach not only enhances our customer relationships, but it also serves as a source of inspiration for our innovation team.



Central functions

Experts in finance, HR, administration, quality management, IT, training and digitalization will find plenty of absorbing challenges with us.

Apprenticeships at INTEGRA

We offer motivated young talent varied and exciting apprenticeships in a wide range of areas. We believe it is our task to actively support ambitious young people on the path to their professional futures.



OUR GUIDING PRINCIPLE OF C.A.R.E.

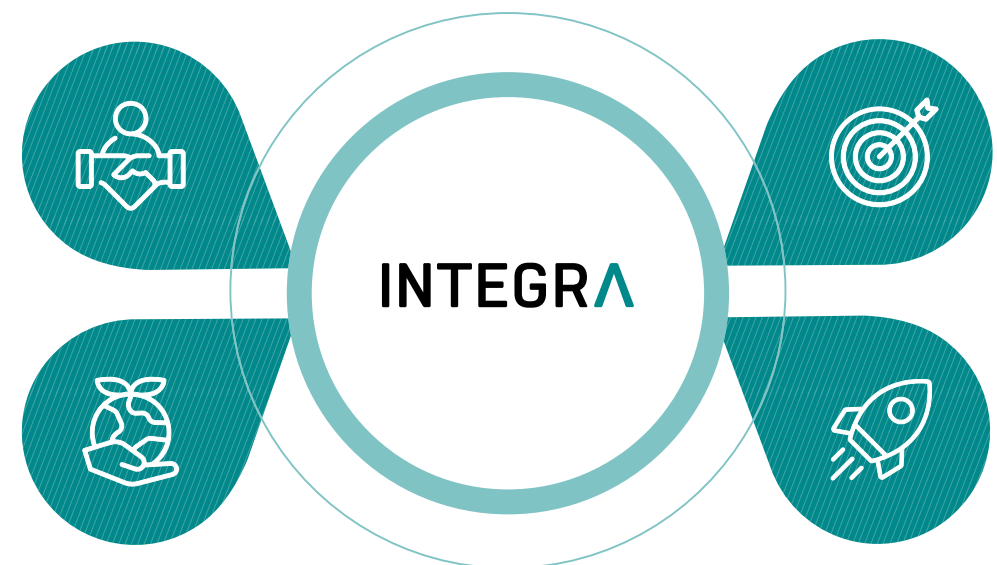
C.A.R.E. is expressed in the corporate culture that we live by every day, and serves as a compass that guides our actions. This enables us to ensure the wellbeing of our team and strengthen our innovative power.

Customer centric:

We sell directly to be close to our customers. As pioneers and quality leaders, we make our solutions more precise, faster and efficient.

Ambitious:

Driven by a hunger for innovation, we keep our unique spirit of entrepreneurial thinking and our family culture.



Responsible:

The conscientious use of our resources is deeply rooted in our daily work. Be it our team, our value chain or our planet.

Embracing change:

We have the future in mind and dare to be bold and courageous because of our passion to make things better.

Meet INTEGRA - discover our working world
bit.ly/INTEGRA-meet-team

Find out more about us and our vacancies
bit.ly/INTEGRA-career

OUR PATH TO SUSTAINABILITY

Careful use of resources is a top priority at INTEGRA. Our Sustainability Officer, Dr Ursula Leuthold, is responsible for coordinating our activities in this area.

Why does INTEGRA have a sustainability program?

INTEGRA has practiced environmental awareness for a very long time. However, our efforts previously consisted of various individual measures, rather than a coordinated approach. That all changed when we launched our sustainability program in 2020.

How does INTEGRA reduce its CO₂ footprint?

We take a professional approach to corporate climate protection, and our carbon footprint is calculated by the myclimate foundation. Once we know the hotspots for emissions, we can make efforts to tackle them. Our production sites already exclusively use renewable energy, avoid air freight wherever possible, and ensure that we use as little plastic as possible for consumables. For example, our ECO racks contain 60 % less plastic than other containers.

What's the plan for the future? We halved our company emissions between 2021 and 2023. However, most greenhouse gases are produced within our supply chain, which is why our focus is now on shortening transportation routes and reducing plastics made from fossil fuels. From 2030, we will concentrate on removing the remaining emissions from the atmosphere in order to begin the next step towards net zero.

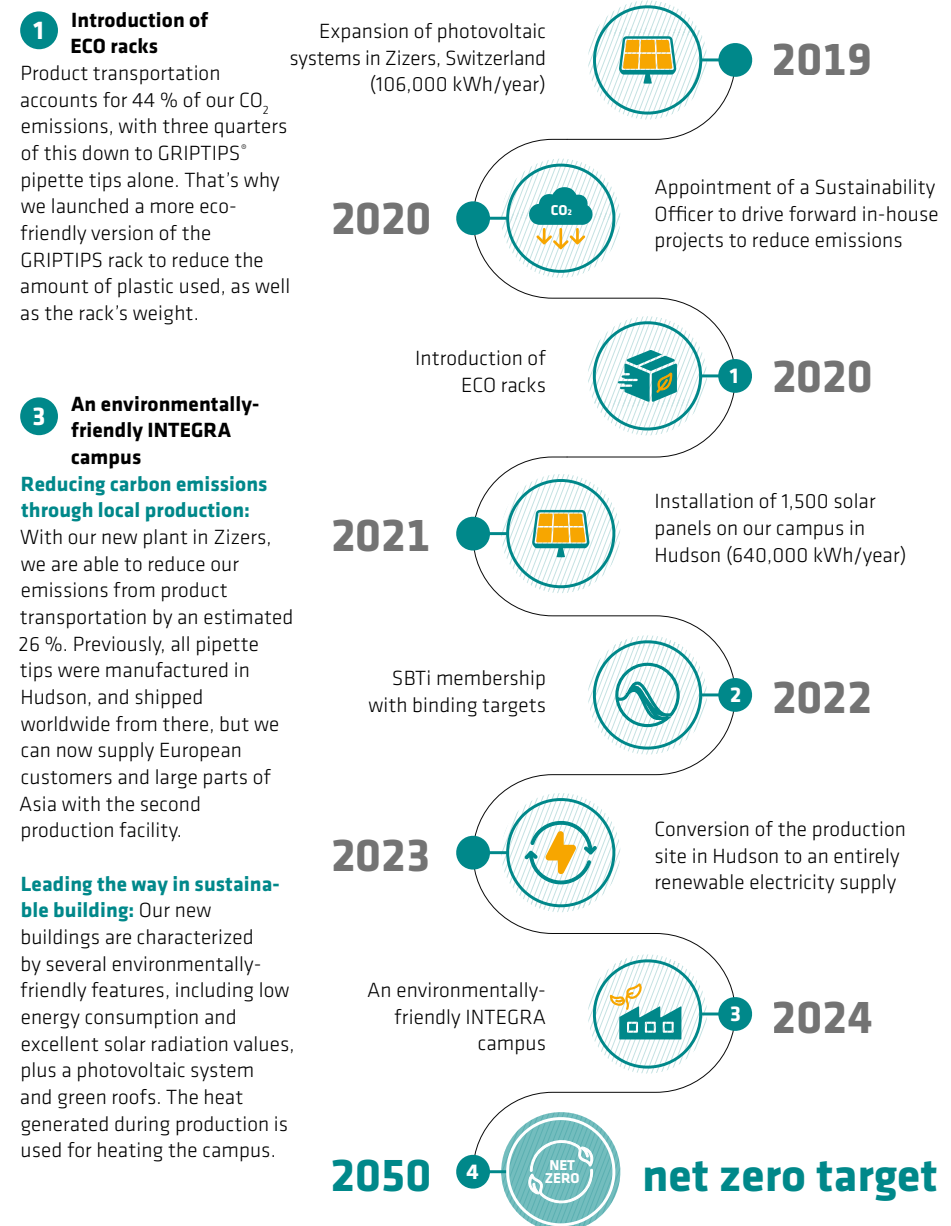
With the power of the sun

The roofs of our buildings in Hudson are fitted with a highly efficient solar system that generates electricity to meet part of our local energy needs. Our campus in Zizers is also equipped with photovoltaic systems, which span an area of over 3,000 square meters. The remaining electricity requirements are covered by other renewable energy sources.

More about the sustainability program
bit.ly/INTEGRA-sustainability

MILESTONES ON THE WAY TO NET ZERO

INTEGRA is part of the global climate campaign, and is committed to halving its greenhouse gas emissions by 2030, as well as achieving net zero by 2050 at the latest.



2 Science Based Target initiative (SBTi) membership with binding targets

INTEGRA is committed to sustainable science and therefore aims to continuously reduce its impact on the environment. Through the SBTi, we have committed to halving our company-wide emissions within a decade.

4 Net zero by 2050

Our ambition is to achieve net zero emissions by 2050 at the latest, which means that all unavoidable emissions must be neutralized through CO₂ capture technologies.

INNOVATION COMES FROM THE CUSTOMER

Alexander Studer is our Head of Marketing and Innovation, and reveals how INTEGRA comes up with new ideas.

The word 'innovation' gets thrown around a lot. What does it mean to INTEGRA?

As far as we are concerned, innovation means acquiring an exact understanding of where our customers are experiencing sticking points, and consequently offering them a solution. This often means taking lots of little steps, rather than the kind of huge and disruptive change that is often associated with innovation. These kinds of ongoing improvements stem from our proximity to our customers, and are key to our success.

How does the team keep up the pace in terms of innovation?

Our direct sales team is in daily contact with our customers, meaning that we get rapid feedback. As I see it, one major plus of this approach is that our customers are increasingly getting in touch with us of their own accord, because they know that we'll respond and adapt our products to their needs if we can.

Ultimately, the entire INTEGRA team plays a role in the innovation process. Our products are developed in close collaboration between our sales, product management, engineering and operations departments. We rely on high quality engineering, with an experienced and well-trained team, which results in a high level of customer satisfaction. In fact, 99 % of our customers say that they would order from us again, and would recommend us to others.

Let's gaze into the crystal ball: what do you see happening with digitization in the laboratory?

I think we'll see more connected products and integrated systems. Automation is becoming increasingly pertinent in diagnostics and quality control, while research is all about reacting quickly to new circumstances through the use of flexible manual processes. We're primed to provide our customers with active support in these areas.



CUSTOMER-FOCUSED PRODUCT DEVELOPMENT

Andreas Staedler, Development Engineer at INTEGRA, offers his insights on creating the ASSIST PLUS pipetting robot and the associated VIALAB software.

The ASSIST PLUS was developed from its predecessor, the ASSIST, which was designed to transform workflows with our VIAFLO lightweight electronic pipettes into a largely automated process. The ergonomics and reproducibility of longer pipetting protocols – such as dilution sequences, plate filling and reagent addition – have seen significant improvements as a result. Customers often asked for extra functionality in a pipetting robot, such as automatic pipette tip changes, the flexibility to use different pipettes – like the VOYAGER adjustable tip spacing pipette –

or more labware positions. We took all of this feedback on board, and defined these as requirements for the ASSIST PLUS. It was incredible to be part of a team of biologists, engineers and software developers bringing together high level knowledge and coordinated resources to develop the finished product.



ASSIST PLUS

Versatile and effective

“The ASSIST PLUS is incredibly useful; my lab used this intensely on a daily basis to fill PCR plates with prepared mastermix. The INTEGRA reservoirs also ensure that there is very little dead volume left over.”

James Duggan, University of Oxford

June 2024



EVOLVE

The best product and the best support

“After trying almost every pipettor out there (5 different brands), we decided to consolidate all of our pipettes under the INTEGRA EVOLVE product line. The best product and the best support, by far.”

Rick Yglesias, Kashiv BioSciences

April 2024



LEADING COMPANIES RELY ON INTEGRA

We're proud to count some of the world's leading companies in biotech, pharma, diagnostics and research among our customers.



VOYAGER


Life saver to transfer samples from tubes to 96 well plate

“We have many 5-star products from INTEGRA: VACUSAFE, PIPETBOYS (the best in the lab), pipettes and consumables...”

Laura Pedró-Cos, Institut Pasteur

April 2024



See reviews 

bit.ly/INTEGRA-reviews

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www.integra-biosciences.com